



VILLANOVA UNIVERSITY
FACULTY CONGRESS

Academic Year 2019-2020

May 11, 2020
3:00 pm to 4:30 pm
via Zoom

Present: Alice Dailey, Andrew Scott, Angela DiBenedetto, Aronté Bennett, Calvin Li, Christopher Kilby, Edward Wahesh, Elizabeth Petit de Mange, Erasmus Kersting, Eric Lomazoff, Helen Lafferty, Jacky Huang, James Peyton Jones, Javad Siah, Jennifer Altamuro, Jennifer Ross, Jeremy Kees, Joe Betz, John Paul Spiro, Judy Strzepek, Mark Wilson, Marylu Hill, Melissa Hodges, Michael Posner, Michele Pistone, Paul Steege, Peggy Lyons, Peter Busch, Rory Kramer, Samantha Chapman, Scott Dressler, Sohail Chaudhry, Stacey Havlik, Stefanie Knauss, Stephanie Katz, Tim Horner, Tina Augustiady, Tom Way, Travis Foster

Jennifer Altamuro, Ania Feliksik, Benjamin Scheick, Bridget Wadzuk, Ilia Delio, Jared Paul, Jennifer Ross, John Sedunov, Gerald Beyer, Jared Paul, John Sedunov, Kamran Javadizadeh, Kathryn Haymaker, Lisa Sewell, M. Metin Duran, Michael Posner, Rabih Moussawi, Rebecca Winer, Ruth Gordon, Steve Liedtka, Sue Metzger

Absent: Ani Ural (Rebecca Winer, Salvatore Poeta (NIA), (NIA), Sherry Burrell (NIA), Stephen Napier (NIA)

Housekeeping

- Minutes from the March 23, 2020 were approved unanimously by those in attendance.

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

1. Awards Committee (Sherry Burrell co-chair, Peggy Lyons co-chair, Andrew Scott)
2. Adjunct Faculty Representatives (Judy Strzepek, Tina Augustiady)
3. CNT/FTNTT Faculty Representatives (Mark Wilson)
4. Election and Credentials Committee (Q Chung)
5. Research Policy Committee (RPC; James Peyton Jones, chair). James shared a brief overview of RPC's portfolio of responsibilities, including those of the IRB subcommittee.
6. Faculty Rights & Responsibilities Committee (FRRC; Alice Dailey, chair). Alice drew members' attention to the University's intellectual property policy for faculty materials and previewed that this will continue to be a pressing issue for FRRC and the Faculty Congress.

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

1. Academic Policy Committee (Christopher Kilby, chair). Christopher stressed the high degree to which APC needs to follow up on its recommendations with the administration in order for its work to be accomplished.

New Business

1. Fall Semester Scenarios Ad Hoc Committee, report, plan for feedback (Alice, Christopher). Alice reported that the ad hoc committee had produced a document of various scenarios for fall semester teaching. She stressed that what faculty most need to know is that Faculty Congress will be given a draft of the document. We should read it carefully in order to raise questions about the scenarios and address questions to the administration about contingency plans. Once the document is distributed, members can direct questions to Christopher and Alice, who will pass them along to administrators. She noted the particular difficulty confronted by faculty with young children and/or others who need care and requested that we share concrete ideas for how to make accommodations. Christopher elaborated that the document is not for general distribution because it is still in the stage of gathering feedback rather than announcing policy. He continued that we are welcome to communicate with constituents, so that others can share their questions, concerns, etc. with Faculty Congress. The document will be distributed early this week, and questions will be due by Friday.
2. General discussion of COVID-19 impact (salary, academics, students, broader community, etc.). There was some discussion about the financial impact the pandemic causes for the University, the administration's initial response, and the potential future responses. Members stressed the importance for transparency to guide all communication.
3. Communication plan for summer and beyond. Tom shared that while Faculty Congress typically doesn't communicate much over the summer, this summer may be an exception as issues come up that require faculty feedback.
4. Open discussion of current issues and those to prioritize for 2020-2021
5. Tom shared his thanks to outgoing Faculty Congress members and concluded the session of Faculty Congress

The meeting concluded at 3:55 p.m. and then transitioned to the official reorganization

“Reorg” Meeting

1. Tom welcomed new members.
2. He then shared goals for the upcoming year:
 - a. Continued faculty voice in COVID-19 response planning for academics and finances
 - b. Updating Faculty Congress constitution and bylaws, web site
 - c. Further streamlining and improvement of faculty awards procedures
 - d. Initiative to increase diversity of faculty representation (Rory, others)
 - e. Middle States, increase faculty input in process to extent possible
3. The meeting adjourned break-out rooms for individual committee meetings
 - a. APC break-out room, discuss plans, goals
 - b. FRRC break-out room, discuss plans, goals, select chair
 - c. Other break-out rooms (if needed)?
 - d. Original meeting left open for less formal discussion and arm-twisting

Reminders

Upcoming Congress events:

Fall 2019 Faculty Congress general meetings (MSC 103, all faculty are invited)

- ~~Wednesday, September 11, 2019, 3:00-4:30~~
- ~~Monday, October 7, 2019, 9:00-10:30~~
- ~~Monday, November 18, 2019, 3:00-4:30~~

Spring 2020 Faculty Congress general meetings (MSC 103, all faculty are invited)

- ~~Monday, February 3, 2020, 12:00-1:30~~
- ~~Wednesday, March 18, 2020, 9:00-10:30 RESCHEDULED~~
- ~~Monday, March 23, 2020, 12:00-1:30 via Zoom~~
- Monday, May 11, 2020, 3:00-4:30 (Reorg mtg) via Zoom

2019-20 Faculty Fridays, 2:30 p.m. to 4:30 p.m. (Presidents' Lounge, Connelly Center)

~~Sept. 6, Oct. 4, Nov. 1, Dec. 6, Feb 7, March 13 CANCELED, April 3 CANCELED~~

Fall 2020 Faculty Congress general meetings (MSC 103, all faculty are invited)

- 3 or 4 meetings per semester, TBD
- Members will be polled to determine best dates and times

APPENDIX

1. RESEARCH POLICY COMMITTEE (RPC)

The RPC reviewed new policies on course buyout, and residual balances, and recommended several significant changes. These changes have now been adopted and the new policies approved. The IRB working group compiled a summary of faculty concerns, and is working constructively with Amanda Grannas and Jennifer Edge (ORP) to address these.

2. FACULTY RIGHTS AND RESPONSIBILITIES COMMITTEE (FRRC)

The committee met on March 25, 2020, and April 22, 2020, and conducted the following business:

I. Department Chair Selection and Terms

1. Per our discussion at our last meeting with Pat and FC leadership, FRRC is proposing a two-term limit as standard, with extensions under exceptional circumstances. The committee proposes that Deans present a rationale to department members when such an exception is invoked.
2. FRRC voted to approve the clarifying additions, with a few minor tweaks, to the Handbook policy on department chair selection that have been proposed by the Provost's office. These additions make explicit why the position of department chair must be filled by a TT faculty member and why non-TT faculty do not vote for department chair. The policy now invites CNT faculty to nominate candidates for chair.

II. Intellectual Property/Patent Policy

FRRC does not feel prepared to approve the suggested changes to the Faculty Handbook policy on Intellectual Property at this time. We believe it is appropriate to leave this work to next year's committee. The reasons for this are:

1. The committee feels it's important to do due diligence before approving changes on a policy with which few of us have a working familiarity. This would involve inviting Dr. Grannas back to another FRRC meeting along with Dr. Craig Wheeland, Leyda Benitez, and possibly someone from University Counsel. Given the COVID-19 crisis, this simply isn't feasible at this time.
2. Faculty remain concerned about rights to the teaching materials that we have had to post online during the COVID-19 crisis. The university's policy on this, as stated in the email faculty received from the Provost on 3/23, is substantively different from that suggested by Faculty Congress. We cannot, in the midst of a situation that raises concerns about intellectual property, ratify a policy that reiterates a position counter to the one proposed by Faculty Congress.

3. As Dr. Grannas noted in our meeting with her on 2/26, there are currently some unresolved issues around intellectual property and digital humanities. It is FRRC's conviction that we should not ratify policy that we know to include unresolved issues. Rather, the committee wishes to allow the task force Dr. Grannas has convened to complete its work so that the final policy approved by FRRC will be correct and comprehensive.

III. COVID-19

The committee discussed a number of issues that have arisen as a result of the COVID-19 crisis and attendant university closure, move to online teaching, and suspension of research activity. These concerns will be forwarded to the Provost's office by the FRRC chair.

1. Rank and Tenure Issues

- a. FRRC is appreciative of the administration's extension of the tenure clock for junior faculty affected by current events. As the situation worsens, faculty are expressing the conviction that this extension should be structured as opt-out rather than opt-in. This makes particular sense in light of the directives we received from Dr. Grannas and Provost Maggitti on 3/23 about suspension of non-essential research activity. We also note that the current closures affect faculty across the university, not only those with labs, as the library is closed and services such as Interlibrary Loan are unavailable. FRRC therefore suggests that the policy of allowing junior faculty an extra year on the tenure clock be changed from an opt-in to an opt-out, as is the case for faculty who have or adopt a child during their pre-tenure probationary period. In addition to better reflecting the current challenges faculty researchers face, this adjustment would quell faculty concerns that requesting a stop on the clock may carry a negative stigma. We are particularly concerned about this for women and minoritized faculty.
- b. FRRC notes that the issue of junior faculty tenure clocks may be particularly pressing for those scheduled for Third-Year Review next fall. These faculty are relatively new to Villanova and may be even more concerned about how the request for an extra year may be perceived. This is another reason to make the COVID-19 clock stoppage the default policy, with the opportunity to opt-out, rather than something faculty must request.
- c. Faculty who are currently undergoing tenure review have multiple concerns that FRRC asks the Provost's office to address:
 - i. Some faculty currently up for tenure and promotion have scholarship under review whose acceptance may affect the outcomes of their application (for example, if a substantive piece of scholarship were accepted for publication in the time between the College and University R&T reviews). FRRC is concerned with how the COVID-19 crisis may affect the timeliness of publication decisions made by journals and presses, as peer reviewers across the country and around the globe are currently engaged in the move to online teaching. FRRC recommends that in

their deliberations, the University R&T Committee be conscious of such potential delays and flexible in its assessment of scholarly material currently under review.

- ii. Faculty under review for tenure and promotion are concerned about the status of their hard-copy appendices and supporting materials. How will these be disseminated to members of the University R&T Committee? If they cannot be disseminated, how will they be assessed?
- iii. Does the university expect R&T decisions to be delayed because of the university's closure? If so, when should candidates expect a decision?
- iv. FRRC requests that the Provost's office email all current candidates for promotion and tenure to address these issues as well as any others that may have been directed to your office.

2. Merit/Teaching Load Issues

- a. FRRC is receiving, as administration no doubt are as well, questions about how merit raises will be affected by the current crisis. This question applies both to the current academic year (i.e., the salary review to take place this spring) as well as next year, given that current reductions in research output will be evident in next year's salary review. FRRC recognize that the university may not be able to answer this question yet. When such answers become available, we request clear communication from the Provost's office on this issue and university-wide consistency.
 - b. The teaching loads of many faculty are assigned based on research output. How will the decrease in research productivity imposed by the COVID-19 crisis affect teaching load assignments? Will faculty be, in effect, penalized for reduced research output during this period, or will this semester be treated as a bye in teaching load decisions that are determined by faculty research output?
3. Summer Teaching: FRRC understands that in this rapidly changing situation, the university may not yet know how COVID-19 will affect summer courses. FRRC requests that faculty currently slated to teach summer courses be contacted in the near future and advised that they should be prepared for online summer teaching in the event that in-person instruction remains suspended.

IV. Open Issues for incoming FRRC

The committee compiled the following list of issues to be addressed by the incoming FRRC:

1. Proposed changes to the IP policy (see minutes from February 20, 2020, and March 25, 2020).
2. Proposal to President/Provost of a database to track faculty availability for service appointments (see minutes from February 20, 2020).
3. RPC has identified the need for an appeal/grievance avenue for decisions made by IRB, IACUC, and other oversight boards, particularly when such decisions result in punitive action by the university. The RPC will propose any relevant changes to the Faculty Handbook to FRRC.

4. FRRC should request annual updates to the data on faculty composition presented by Dr. Craig Wheeland (see minutes from November 22, 2019).
5. The faculty Ombudsperson, currently Meg Willoughby, reports jointly to FRRC and the Provost or designee, currently Craig Wheeland. FRRC must continue monitoring reports from the Ombudsperson, participating in annual review, and collaborating in any discussions about renewal of contract, increase in hours, or expansion of responsibilities.

3. ACADEMIC POLICY COMMITTEE

Academic Policy Committee Report to Faculty Congress

Monday, May 11, 2020

Christopher Kilby, APC Chair

APC met on March 20 and April 15, 2020. Full minutes for past APC meetings are at: <https://www1.villanova.edu/villanova/facultycongress/committees/academicpolicy.html>

S/U grading:

By email vote following its March 20 meeting, APC recommended the temporary grading policy the University has now adopted. This allows students to pick between a letter grade and Satisfactory/Unsatisfactory grade after seeing their letter grade and it waives university restrictions on the use of S/U credits. The policy applies to the Spring 2020 semester only.

CATS:

At the same meeting, APC reviewed the results of the Fall 2019 CATS and the continued steps to improve online reporting. Response rates fell with the move to online CATS but have been relatively stable at the new, lower level. [Unsurprisingly, Spring 2020 response rates are lower.] D&I question responses have not flagged any systematic issues to date.

Policy on recording classes:

At the April 15 meeting, APC made the following recommendation in response to an administration request to mandate recording of online classes for Spring 2020:

“Faculty are required to make key instructional materials available to students if they cannot participate in live online sessions.

This may include:

- *Recorded Zoom sessions*
- *Recorded video with summary of key information/concepts*
- *Comprehensive slides / handouts*
- *Instructional materials to supplement the above”*

Out of College Programs:

At the same meeting, APC approved a recommendation to provide a governance framework for Out of College Programs (that report directly to the Provost, not to a college). If adopted by the Provost’s office, this would formalize what has been up to now an ad hoc, informal process.