



VILLANOVA UNIVERSITY  
FACULTY CONGRESS

Academic Year 2020-2021

February 25, 2021  
3:30 pm to 5:00 pm  
via Zoom

AGENDA

**Present:** Ani Ural, Aronte Bennett, Benjamin Scheick, Bridget Wadzuk, Debra Shearer, Gerald Beyer, James Peyton Jones (Vice Chair), Jared Paul, Jennifer Altamuro, Jennifer Ross, Jeremy Kees, Joe Betz, John Sedunov, John-Paul Spiro, Kamran Javadizadeh, Kathryn Haymaker, Melissa Hodges, Metin Duran, Paul Bernhardt, Paul Steege, Peter Busch, Rabih Moussawi, Rachel Skrlac Lo, Rebecca Winer, Rory Kramer, Ruth Gordon, Shannon Hamlin, Sherry Burrell, Stephanie Katz Linkmeyer, Stephen Liedtka, Sue Metzger, Tina Agustiady, Tom Way (Chair)

**Absent:** Eugene McCarraher, Gregory Hoskins, Ilia Delio, Javad Siah, Lisa Sewell, Meredith MacKenzie-Greenle, Samantha Chapman, Travis Foster, Wenqing Xu

**Invited Guests:** Amanda Grannas, Andrew Scott, Elizabeth Svenson, Noelle Comolli, Ruth McDermott-Levy, Terri Boyer

**Housekeeping**

- Minutes from Dec 7, 2020 were approved (30 yes, 0 no, 2 abstain)

**VISIBLE discussion with Terri Boyer, Noelle Comolli, Amanda Grannas, and Beth Svenson: recent survey regarding rank & tenure process, goals, use of CATS**

The VISIBLE office was founded with an Advance grant from the NSF. There is currently a focus on the faculty evaluation process (see slide in Appendix D). VISIBLE is going to play the role of convener and partner and will not make policy. Short and long-term conversations will occur. There have been separate listening sessions for deans, department chairs, and faculty with external consultants. The external consultants will be putting together a summary of findings and initial recommendations. An ad hoc subcommittee will be formed with faculty representation; initiatives will be led by faculty. There will be an executive summary provided to all involved in March. There will be a second set of forums in late March (**co-sponsored by FC**). Feedback from this venue will be sent back to the subcommittee and they will send recommendations to FRRC and the council of deans. External letters for tenure are solicited in early summer so the goal is to wrap up before then.

There was then a brief Q & A:

(1) If this results in changes for next cycle would they be permanent? Is this only addressing COVID-19, or is it meant to be broader than that? Answer: This is the first of many conversations. Initial recommendations will be pandemic response for this cycle. This is the first step in an iterative process to potentially dive deeper. Short-term items are needed right away; we also want to respect the process for longer-term changes. For example, research long-term impacts will need to be addressed. The whole system will be looked at, and the process needs to respond to both types of feedback.

(2) In the listening sessions, what feedback are you looking for: near-term or long-term? What are you asking for from us? Answer: Both. This semester's focus is on the immediacy of COVID response. But also keep in mind the other longer-term concerns. Crisis magnifies inequities. It would be valuable for the project to receive other recommendations and feedback. Ideas can be presented as needed-now and future goals.

**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)
  - Andrew, Sherry, and the committee created the winner and runner-up list on 2/23/21. The committee is discussing the possibility of keeping runners-up for consideration next year or reach out to nominees to suggest they might be resubmitted.
  - One member asked whether the process is open and transparent. Andrew pointed out that there is a documented procedure with the committee that is updated often, and info can be shared. Others are welcome to join the committee as well.
  - The list was approved by a unanimous vote.
  - Please keep the list confidential.
2. Adjunct Faculty Representatives (Tina Agustiady, Shannon Hamlin)
3. CNT/FTNTT Faculty Representatives (Sue Metzger, J-P Spiro) - Ongoing concern that many have been pressured to teach in person with additional risks during the current conditions. Some CNT faculty up for promotion this year have not received adequate information about how the difficulties of the past year will affect their evaluation.
  - John-Paul reported that questions about the promotion process for CNTs were not always answered sufficiently by Dept Chairs; especially related to teaching and service the past year has had such an impact on those components.
4. Election and Credentials Committee (Q Chung, Jennifer Palenchar, Qi Wang, Bob Styer [advisory])
5. Research Policy Committee (RPC; James Peyton Jones, chair) – James reported that the RPC met on 2/1/21 primarily to discuss Research Data Stewardship and the challenges of data archiving, sharing, dissemination, and security as research becomes increasingly digital and data dependent. This was an early / exploratory discussion trying to identify faculty needs and requirements for a flexible support infrastructure. The committee also briefly discussed Graduate pay schedules (ongoing), and a report submitted by the IRB Working Group with feedback on IRB policies (now being considered by the IRB).
6. Faculty Rights & Responsibilities Committee (FRRC; Metin Duran, chair)
  - Metin reported that FRRC is working on the course buyout policy and that IP discussions will be next on agenda.
7. Retired faculty members (Joe Betz)
  - Joe reported that retired faculty normally have 6 lunches a year, but unfortunately those are on hold.

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

1. Academic Policy Committee (Bridget Wadzuk, chair) – new CATS DL questions in Appendix A

- Bridget reported that the APC subcommittee on CATS provided the new Distance Learning questions that are being rolled out in Spring 2021. Bridget also reported that the working break subcommittee is complete. Please encourage your colleagues to give students and themselves a break. There was also feedback from a faculty congress member that the breaks along with the buffer recommendation creates a pile-up in other parts of the semester, and that should be considered if we need a plan like this again.
2. Intellectual Property Policy Board (James Peyton-Jones)
    - James reported that the process for revising the Intellectual Property Policy has gone slowly, but the hope is to get some significant changes.

### Old Business

1. General Protocol, finalized and approved, next steps – Tom will post the document to the FC website. It will also be on University policy archive shortly. This has been a 4-year effort to get a model for governance of University accepted by all parties. The principles/guidelines are as follows: first, informed consultation where faculty and community members have an opportunity to make a documented opinion. Moreover, committees are independent of administration. We expect to see more faculty chairing committees. Committees should have independent membership and be broadly representative; they should have term limits. Committees should be as transparent as possible and communicate to their constituents. The protocol emphasizes collegiality and integrity. It is currently fleshed out in more detail for official University committees. James added that there are many more committees that operate at all levels of the University. We need to make sure this model is genuinely implemented at all levels. In other words, that faculty are consulted, and through independence they have the ability to set the agenda and lead the discussions. This applies particularly on important committees where faculty voices have not been represented.
  - a. One member commented that last week the NLRB made a decision regarding Elon University that implied the more shared governance we have, the less legal protection we would have for unionizing. As a recommendation we might try to include a statement that the document would not prevent faculty from unionizing at any point in the future. (<https://www.insidehighered.com/news/2021/02/25/nlrb-ruling-potentially-limits-which-adjuncts-can-form-unions>) James pointed out that an amendment would be difficult to push through now, but not impossible. It is a limited form of shared governance as written currently. Another member added that faculty did try to organize a union in the 1970s. Two days prior to the vote, the Brandeis Supreme Court decision was made that the distinction between management and labor did not exist, so they could not unionize.
2. COVID, brief update from FC members involved, discuss other relevant issues including: testing strategy, faculty mental health, workload issues, excess childcare expenses and compensation, teaching modality autonomy, action items for FC
  - a. Bridget first pointed out that the recording of the 2/24/21 faculty forum with Provost Maggitti is available here: [https://www1.villanova.edu/content/villanova/facultycongress/meetings/faculty\\_forums\\_secure.html](https://www1.villanova.edu/content/villanova/facultycongress/meetings/faculty_forums_secure.html). One of the major concerns has been communication. There is now a weekly digest, which started a few weeks ago. The representatives from the policy and operations committees will also give updates at FC meetings. Bridget gave details about the testing and contact tracing protocol being used by the University. She also reported that Villanova is planning for multiple scenarios for the fall. The current schedule is a “normal” one. There will be a decision by early June regarding the fall. Kamran added that the service they would like to provide as representatives to the faculty is to bring concerns and also to communicate back to faculty about the work that the committees are doing. At the same time, the committees are bound by certain confidentiality conditions.

Bridget and Kamran will be available to help clarify with our colleagues positions that have been taken and decisions that have been made. However, deliberative matters remain confidential. Bridget added that certain items in policy then go to Fr. Peter and the executive council, so sometimes the perspective from the policy committee is not consistent with the final result.

- b. There was then an open discussion/Q&A on the topic of faculty representation on these committees and the overall lack of communication from the administration to faculty. One point was that faculty and students were left out of the initial pandemic response, and that should never happen again in an emergency response. Faculty experts were not consulted, and it took time to trust administrators again once they were included. There was also a question regarding faculty responsibility to report if they become aware of a student testing positive, and the recommendation was to see the FAQ on the COVID dashboard: (<https://www1.villanova.edu/university/return-to-campus/surveillancetesting.html>). Another member emphasized that there has been no direct communication to faculty from the president since the beginning of the pandemic. It was also recommended that FC should ask for a post-mortem study of failures and successes of the VU response. We could survey faculty on this ourselves, but it would be better to work together with administration to make improvements for the future. In response to the faculty forum, it was noted that the lack of response about the features of faculty who were denied accommodations seemed to ignore the facets of power with respect to governance and authority. It also personalized the failure to the person who made the request. Another member suggested that the [Ombuds](#) Megan Willoughby and/or [Ethicspoint](#) might be an option for people who were denied accommodation. It was pointed out that the 3% of denied accommodations does not fully represent the faculty members who would have liked to teach online but were not able to.

The meeting adjourned at 5:07pm.

### **New Business**

1. Resolution to acknowledge Villanova front-line workers – passed unanimously after the meeting by virtual vote (Appendix B)

### **Reminders**

#### *Upcoming Congress events:*

#### Spring 2021 Faculty Congress office hours (Zoom)

- selected Thursdays, 4-5 pm

#### Spring 2021 Faculty Congress general meetings (Zoom)

- ~~Thursday, February 18, 2021 3:30-5~~ Thursday, February 25, 2021 3:30-5
- Thursday, March 18, 2021 3:30-5
- Thursday, April 15, 2021 3:30-5
- Thursday, May 13, 2021 3:30-5

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

- Canceled till further notice

## APPENDIX A

**Please indicate your level of agreement with each of the following statements about the instructor for this [modality] course** (where [modality] is Distance Learning, Asynchronous, Hybrid Format, Simulcast Format, or 50% Distance Learning):

The instructor (name) for this course...	Strongly			Strongly	
	Agree	Agree	Neutral	Disagree	Disagree
uses the online classroom technology effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
arranges the online materials in an organized manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
employs the online activities effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Unanimous vote passed by APC and was subsequently approved by Council of Deans for these 3 questions.**

A couple of things to note:

- These questions will appear directly before Diversity and Inclusion questions.
- These questions will have the modality mapped only in the bold heading.
- These questions will appear beginning in Spring 2021 semester.

## APPENDIX B



### VILLANOVA UNIVERSITY

FACULTY CONGRESS

ACADEMIC YEAR 2020-2021

#### **RESOLUTION**

WHEREAS the Faculty Congress recognizes the challenges our community has faced during the ongoing COVID-19 global pandemic;

WHEREAS many staff and faculty at Villanova in the M. Louise Fitzpatrick College of Nursing, the Student Health Center, and in related disciplines in the Sciences, have been involved in planning, coordinating, and delivering healthcare throughout this crisis, at times through great personal sacrifice;

WHEREAS many colleagues, including security, janitorial, and food service workers have selflessly continued to provide essential services and may not have the option of working remotely;

WHEREAS expressions of gratitude to these selfless members of our community have gone unexpressed for far too long;

#### **BE IT RESOLVED THAT VILLANOVA UNIVERSITY'S FACULTY CONGRESS:**

Unanimously offers our sincere and abiding gratitude and heartfelt appreciation to our noble, front-line colleagues who work tirelessly to protect the health of all members of our community both at Villanova and beyond.

Resolved this 10<sup>th</sup> day of March 2021.

Ani Ural, Aronte Bennett, Benjamin Scheick, Bridget Wadzuk, Debra Shearer, Eugene McCarraher, Gerald Beyer, Gregory Hoskins, Ilia Delio, James Peyton Jones (Vice Chair), Jared Paul, Javad Siah, Jennifer Altamuro, Jennifer Ross, Jeremy Kees, Joe Betz, John Sedunov, John-Paul Spiro, Kamran Javadizadeh, Kathryn Haymaker, Lisa Sewell, Melissa Hodges, Meredith MacKenzie Greenle, Merin Duran, Paul Bernhardt, Paul Steege, Peter Busch, Rabih Moussawi, Rachel Skrlac Lo, Rebecca Winer, Rory Kramer, Ruth Gordon, Samantha Chapman, Shannon Hamlin, Sherry Burrell, Stephanie Katz Linkmeyer, Stephen Liedtka, Sue Metzger, Tina Agustady, Tom Way (Chair), Travis Foster, Wenqing Xu

**APPENDIX C: Awards list (removed for confidentiality)**

**APPENDIX D: Impacts of COVID-19 on Faculty Evaluation (shown during VISIBLE discussion)**

## Proposed project timeline- updated

February	Questionnaire open, Listening Sessions facilitated by consulting team*
Mid March	VISIBLE and Ad Hoc Subcommittee receive consultant team report of findings from questionnaire and listening sessions with recommendations VISIBLE to circulate executive summary of report to all faculty, FRRC, Department Chairs, Deans.
Late March	Community Forums on Findings and Suggested Changes to Formal Faculty Evaluation Practices
Early April	Campus feedback delivered to Ad Hoc Subcommittee
April 19	Ad Hoc Subcommittee Sends Recommendations to FRRC and Council of Deans
May 14	FRRC and Council of Deans send recommendations to Provost
June 1	Revisions finalized and approved by Provost; New 2021 Guidelines and Templates Available for Use, posted and distributed broadly

\*Stephanie Goodwin, Ph.D., President, [Inclusion Works](#) and Dept. of Psychology, Wright State University;  
Beth Mitchneck, Ph.D., Professor Emerita, School of Geography, Development, & Environment, University of Arizona