



Villanova University Faculty Congress
Academic Year 2016-2018

FACULTY CONGRESS MEETING
September 19, 2017

Present: Joseph Betz, Jerusha Conner, Gordon Coonfield, Alice Dailey, Mirela Damian, Angela DiBenedetto, Rick Eckstein, Diane Ellis, Marylu Hill, Stephanie Katz, Christopher Kilby, Rory Kramer, Michael Levitan, Eric Lomazoff, Peggy Lyons, Joseph Micucci, Salvatore Poeta, Rees Rankin, Quinetta Roberson, Jennifer Ross, Catherine Warrick, Kelly Welch, Dennis Wykoff.

Absent: Aronté Bennett (NIA), Sheryl Bowen (NIA), Danai Chasaki, Sohail Chaudhry (NIA), Jennifer Dixon (NIA), David Fiorenza (NIA), Ruth Gordon, Shelly Howton (NIA), Jeremy Kees (NIA), Mike McGoldrick, Elizabeth Petit de Mangé (NIA), James Peyton-Jones, Alan Pichanick (NIA), Michael Posner, Joseph Schick (NIA), Mark Wilson (NIA), Rosalind Wynne, Tina Yang (NIA).

Other Guests: Liesel Schwarz (University Staff Council).

The meeting convened at 1:02 PM in Room 300, SAC.

Housekeeping

1. Jerusha Conner reminded FC members to pick up their free FC t-shirt, and asked members to bring the t-shirt next time for a group photo.
2. Jerusha welcomed Liesel Schwarz from University Staff Council.
3. Minutes from the April 28, 2017 meeting were reviewed. After one minor correction, they were approved unanimously.
4. The Treasurer (Rick Eckstein) reported that the FC budget is healthy, and he noted that FC did not spend anything last year for faculty development grants to support meetings/workshops of interest to FC, like AAUP for example. He reminded members that the money is available, and to please consider submitting proposals for faculty development opportunities that FC can support. Rick further confirmed that Faculty Congress could contribute \$500 towards the new Faculty/Staff choir (which meets on Mondays at 12:30 p.m. in the St. Thomas of Villanova Church).
5. Jerusha reminded FC members to review the departmental liaisons hyperlink to check the status of faculty department liaisons:
https://docs.google.com/document/d/1ewycwqf6a3QJf3nFCk_DsGRvRYRe0mpVQMB0vL6dybc/edit
6. Jerusha updated FC regarding the DACA situation. A statement from more than 460 faculty and staff was sent to students within seven hours of Fr. Peter's announcement. New faculty member Mel Webb (ACS Program) is commended for taking the lead in drafting the

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statement. A brief discussion followed regarding the University's legal obligations and DACA; Jerusha reminded FC members that the Office of Diversity and Inclusion is accepting contributions to go towards the \$495 DACA renewal fees, which must be processed before October 5th.

Discussion of Standing Committee Reports:

In an effort to better focus the discussion of the FC, members are now asked to read the committee reports (appended to the agenda) rather than spending time in the FC meeting reviewing all of the committee reports. Members are asked to identify issues from within the report that need to be elevated to full discussion.

At this point, Jerusha asked if there are issues to raise for further discussion from the standing committees or whether there was any new business to report or add.

Joe Betz noted that some retired faculty hangtags have no specific garage location, and that retirees could be forced to park in the main garage on Ithan Ave. He also expressed concerns over benefits.

New Business:

1. University Council representative motion: FC approved unanimously that the FC Chair and Vice-Chair serve as the representatives for the new University Council.
2. FC representatives on leave/sabbatical motion: Jerusha presented a motion that FC faculty who are on family leave or sabbatical for more than one semester need to find a replacement to serve on FC in their absence. After a brief discussion, the motion was passed unanimously.
3. Jerusha reminded FC members that there is an expectation that all FC members participate in committee work for the Congress. She alerted FC members to three committee opportunities: a) the FC awards committee; b) the Research Policy Committee proposal (along with feedback for AVPR); taskforce for Emergency back-up child/elderly care.
4. Strategic Plan presentation and discussion. Sarah McCoy from the McKinsey Group gave a short overview of the process. It will include general information gathering, both of descriptive facts about Villanova and its peer institutions, and viewpoints about priorities and needs in the Villanova community. This will include multiple opportunities for conversations in various formats, from small group discussions, University-wide forums, and College-specific gatherings. The Community Climate Survey will also be administered. Multiple questions were asked of Sarah, particularly concerning the role of faculty input in the process, and whether faculty perspectives would genuinely be taken into account once all perspectives were gathered. Several faculty were concerned that the views of administration and the president would not be the same as faculty, and Sarah stated that McKinsey's effort would be to facilitate the discussion in such a way as to allow all views to

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be heard. There were further questions about the role of benchmarking with our peer and aspiration schools. Regarding the college-specific forums, several faculty stated their concern that if the deans host these events, there would be an impact on faculty candor.

5. After Sarah McCoy's presentation, a vigorous discussion ensued concerning the process and whether faculty voices and concerns would be adequately represented. It was suggested that this is an excellent time to revisit the task force reports presented to the Provost two years ago, along with the Dean of CLAS. These reports outlined pressing needs for faculty, most notably faculty workload, facilities, and research support. The issue of increasing research expectations consistent with the University's shift to R3 status also emerged as an important point of discussion. Several FC members expressed concern that faculty voices are not adequately represented in University governance, and as a result, the Strategic Plan process might reinforce that lack of representation. In addition, there was resistance to the idea of a College-wide forum that was hosted by the Dean. FC members suggested instead that FC should host the forum to allow for free expression on the part of the faculty. It was decided that FC would host a separate forum as well as creating an electronic response form to allow for an unrestricted expression of faculty concerns. FC agreed to continue the discussion and to "think strategically" about the strategic plan.
6. Liesel Schwartz of University Staff Council shared the proposal for the parental leave policy for staff, and asked for FC's support. The current revised policy provides for 15 weeks of paid leave for faculty, and 8 weeks of paid leave for staff. Staff Council feels strongly that this is a troubling discrepancy, and they have proposed an amendment to the policy that promotes greater equity between faculty and staff. The proposal is for 12 weeks of paid leave for staff. Liesel hoped that FC would support this proposal. In a follow-up electronic vote, the motion to support the USC proposal passed.

Meeting adjourned at 2:31 p.m.

Submitted by Marylu Hill, Faculty Congress Secretary

October 20, 2017

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