**Faculty Congress Meeting**  
Monday, April 9, 2001  
4 PM The Cinema  
Connelly Center

Present: Moeness Amin, Wayne Bremser, Walter Brogan, Lillian Cassel,  
Sohail Chaudhry, Walter Conn, Gertrude Graves, Michael Hones, Edward  
Jaworowski, Janice Knepper, Edward Kresch, Robert Langran, Howard Lurie,  
Susan Mackey-Kallis, Emmet McLaughlin, Robert Murray, Douglas Norton,  
Julia Paparella, Gaile Pohlhaus, Evan Radcliffe, Rex Saffer, Joseph  
Schick, Nancy Sharts-Hopko, Janice Sipior, Harry Strack, Robert Styer,  
Rodger Van Allen, Burke Ward, and Joyce Willens.  
Absent: Linda Copel (nia), Rick Eckstein, Edwin Goff, Karyn Hollis,  
Jeffrey Johnson, James Klingler, Kenneth Kroos, Philip McLaughlin (nia),  
and Peter Zaleski (nia).  
  
Agenda:  
I. Minutes  
II. Announcements  
III. Committee Reports  
IV. Motion from the Salary, Benefits, and Terms and Conditions of  
Employment Committee  
V. Topic for discussion from the Salary, Benefits, and Terms and  
Conditions of Employment Committee  
VI. Proposed Performing Arts Center  
VII. New Business  
  
I. Minutes  
Dr. Langran, chair, called the meeting to order at 4:00 P.M. Janice  
Knepper moved and Edward Kresch seconded the motion that the minutes be  
approved. The vote was unanimous.  
  
II. Announcements  
  
The results of the voting on the acceptance of the new Faculty Congress  
Constitution were as follows: Yes: 109, No: 2, Abstaining: 4.  
  
A few faculty members brought up the privacy factor on internet voting.  
Lowell Gustafson said that all future elections will employ a password  
for confidentiality.  
  
The purpose of the Faculty Congress has been put on the Faculty Congress  
Web Page.  
  
The Faculty Congress has been asked to cosponsor two events with AAUP;  
one to discuss curricular changes for Arts & Sciences part-time  
students, and a second event to follow up on discussion dealing with  
Friday evening, weekend and summer teaching.  
  
There will be a meeting of the Executive Committee on May 2 at 2 pm.  
The purpose of the meeting is to make appointments to the University  
Senate committees for next year. Schedules for next year’s Executive  
Committee meetings will be set up in advance.  
  
The dates for next year’s Faculty Congress meetings are as follows:  
Tuesday, October 2  
Monday, December 3  
Tuesday, January 29, 2002  
Monday, March 18  
Tuesday, April 9  
  
All meetings will be held at 4 pm in the Radnor-St. Davids Room,  
Connelly Center.  
  
Dr. Langran requested that members present from the Academic Policy  
Committee stay for a short meeting to elect a chair for the Faculty  
Congress Academic Policy Committee.  
  
Committee Reports:  
Committee on Faculty:  
Burke Ward reported on the actions of the Committee on Faculty. Rick  
Eckstein has agreed to chair a subcommittee dealing with the Lindback  
Award. The committee plans to start in September. There are many  
issues, and it is hoped to finalize a process that most people should  
agree upon. The VPAA has requested comments from the Committee on  
Faculty on Rank and Tenure policy. Burke also mentioned that the Committee on VPAA Assessment has been formed, chaired by Phil McLaughlin.  
  
Harry Strack brought up the subject of definition of terms in the  
faculty contract. Jim Bergquist has finished a report concerning  
financial exigencies and has given it to the VPAA.  
Joyce Willens mentioned that the VPAA has convened a special group to  
study distance learning which has met once and which will meet again in  
a couple of weeks.  
  
Academic Policy Committee:  
There was nothing to report at this time.  
  
Retirement Committee:  
Roger Van Allen stated that they are close to achieving what ought to be  
an agreement on the window plan.  
  
IV. Motion from the Salary, Benefits, and Terms and Conditions of  
Employment Committee: That the University budgets state the amounts  
budgeted for general faculty salary increases separately from amounts  
budgeted for salary adjustments. These adjustments include market,  
equity, promotion and all other non-annual salary adjustments.  
Further, administrators are expressly prohibited, by any means or  
methods, from using moneys budgeted for general salary increases for  
salary adjustments.  
  
There has been considerable correspondence between Dr. Johannes and Dr.  
Langran on the aforementioned motion. The VPAA commented that passing  
resolutions without meeting first with administration leads to an  
adversarial position; he would much prefer cooperation. The VPAA’s  
suggestion is that rather than state a resolution, putting forth a  
position statement would be less confrontational and would open the door  
to necessary communication. The issue at hand is to list two line items  
in the budget, one for general salary increases and another for  
adjustments. The general discussion that followed highlighted the  
diversity within departments regarding faculty merit increases. Michael  
Hones commented that the committee was formed after the budget process  
was started and had virtually no input this year.  
  
VI. Proposed Performing Arts Center  
Fr. Peter Donohue, who was scheduled to talk about the proposed  
Performing Arts Center, arrived to present his report, resulting in a  
slight rearrangement of the agenda.  
  
Fr. Donohue said that the Theatre Department’s proposal is based on a  
self-study within the Theatre Department. The first step is to answer  
the needs of the students. The present seating capacity of Vasey Hall  
(185) is inadequate and provides very limited opportunity for many  
groups on campus requesting performance space. He envisons a facility  
with two theatres with a combined seating capacity of 400-500. He  
emphasized that at present there is no architectural plan.  
Architectural firms are being interviewed at this initial stage.  
(Gertrude Graves noted that the Core English Department’s only source of  
information about the Center was from the Villanovan, which according to  
Fr. Donohue, was essentially inaccurate.)  
  
V. Topic for discussion from the Salary, Benefits, and Terms and  
Conditions of Employment Committee:  
Faculty may not be assigned to Friday evening, Saturday, Sunday, or  
Summer courses without their express consent. Further, faculty  
accepting these assignments shall receive additional compensation in the  
form of cash payment or/and compensatory load release time. This motion  
shall not apply to faculty specifically hired to teach during the above  
stated time periods.  
  
Burke Ward stated that this is a very complicated issue. Within C&F  
current adjuncts function as 24/7 employees. Faculty members have no  
say regarding assignments and receive no additional compensation. From  
the viewpoint of the University, it needs additional programs to respond  
to market interest, which must be staffed. The burden has increased but  
not faculty salaries. There is a need to progress; how do you staff the  
progress. There should be some additional benefit to the faculty  
member. Summer is eventually going to be used. Presently faculty are  
assigned with no additional benefit. Other problems involve off-site  
courses, academic policy, and distance learning courses, which take more  
time. Janice Knepper pointed out that there are different issues for  
different disciplines; it is hard to devise a fair program across the  
board.  
  
VII. New Business:  
The Lindback Award came up for discussion. It is felt that a plan needs  
to be implemented that crosses colleges. The Committee on Faculty will  
be asked to look into it.  
  
The meeting adjourned at 5:40 pm  
  
Respectfully submitted,  
  
Robert Langran  
Chair