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| **Faculty Congress Minutes** |
| Minutes of the Faculty Congress meeting, September 13, 4pm, Radnor/St. David’s Room  Present: James Arrison, Lillian Cassel, Sohail Chaudhry, Lowell Gustafson, John Groch, Richard Jacobs, Jeffrey Johnson, Julie Klein, Edward Kresch, Sarvesh Kulkarni, Susan Mackey-Kallis, James McGann, Victoria McWilliams, Bijan Mobasseri, Letizia Modena, Bernard G. Prusak, Nancy Sharts-Hopko, Robert Styer, Carlos Trujillo, Seth Whidden, Joyce Willens.   1. Welcome, especially to the new members, James McGann and Bernard Prusak, who are the new full-time nontenure-track representatives.  2. We discussed the proposal to give the staff more Senate representation and to establish an independent staff council. After some discussion about the benefits of such new avenues for staff input, the motion of the Executive Committee received minor wording changes.  Moved by Dr. Prusak and seconded by Dr. Sharts-Hopko.   The Faculty Congress supports a collegial organization for staff in which the staff choose representatives to talk among themselves about issues of interest to them, and then be able to bring those issues to the attention of the entire Villanova community for its consideration through formal mechanisms of governance.  Approved unanimously.  3. Day care has been a perennial issue at Villanova. Most of the issues are not new (family values are central to the Catholic faith, there is strong faculty and staff support for child care even though it could be perceived as an extra benefit to parents versus non-parents). As more area companies and colleges add day care benefits, it affects our hiring of young faculty, especially women, hence is critical to the Villanova strategic plan to diversify its faculty. Women faculty consistently rate lack of on-campus child care as a major issue. Others pointed out that availability of child care affects recruitment of nontraditional students, and with the changing demographics this population will be more critical to Villanova. A recurring administration response is that child care is not an equal benefit, since it favors parents. The Faculty Congress members uniformly think this attitude is shortsighted and counter to the Villanova community’s long-term interests.   The following motion was moved by Lillian Cassell and seconded by Jeffrey Johnson:  The Faculty Congress recognizes the value of a child care benefit to all members of the Villanova community whether or not they make direct use of the benefit. The benefit comes to the full community through attracting and retaining young members of the community whose contributions are critical to the quality of the Villanova experience for all.  Approved unanimously.  4. The adjunct faculty report highlighted the recent changes Dr. Johannes is implementing regarding pay scales that recognize the value of seniority. The scales will be implemented slowly over a number of years, so the final form is not yet clear.   5. The proposed events policy has already been debated in the COF and APC but many reservations remain. Several members questioned what sparked the new policy; evidently no incident spurred it, but the policy is proactively anticipating any future situations. A committee with some faculty on it drafted this version, based on a policy at Gonzaga. Several members found its language potentially chilling to free unhindered discourse. Others noted the need to define ourselves as Augustinian and the problems with defining how this affects invited speakers. The Congress eagerly awaits the results of continued discussion in APC and COF.   6. Faculty and particularly the APC should have some role in curricular matters. The recent discussions of the University Core indicate that the administration is moving ahead on this curricular matter but the faculty have been negligent in contributing to this discussion. The APC chair agreed to consider ways the APC could exercise more leadership in curricular matters.   7. The Treasurer reported that we have monies set aside for the Adjunct Teaching Award. The Adjunct Committee will need to work with COF to determine the parameters for choosing recipients for this award.   The meeting adjourned at 5:30 pm. |
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