



VILLANOVA UNIVERSITY
FACULTY CONGRESS

Academic Year 2021-2022

October 18, 2021

11:30 am to 1:00 pm

via Zoom: <https://villanova.zoom.us/my/drtomway>

MINUTES

Present: Amanda Knecht, Aronte Bennett, Benjamin Scheick, Bridget Wadzuk, Debra Shearer, Gerald Beyer, Gregory Hoskins, James Peyton Jones (Vice Chair), Jared Paul, Jennifer Altamuro, Jennifer Ross, Joe Betz, John Sedunov, John-Paul Spiro, Kathryn Haymaker, Melissa Hodges, Paul Bernhardt, Rabih Moussawi, Rachel Skrlac Lo, Rory Kramer, Ruth Gordon, Samantha Chapman, Sherry Burrell, Stephanie Katz Linkmeyer, Sue Metzger, Tina Agustiady, Tom Way (Chair), Travis Foster,

Absent: Ani Ural, Eugene McCarraher, Ilia Delio, Javad Siah, Jeremy Kees, Kamran Javadizadeh, Lisa Sewell, Meredith MacKenzie Greenle, Paul Steege, Peter Busch, Rebecca Winer, Shannon Hamlin, Stephen Liedtka, Wenqing Xu

Housekeeping:

- 35 present (including guests)
- Minutes from Sept 2021 were approved by vote.

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) – The committee just approved the timeline for the 2021-2022 awards; Facultas award nominations email will go out shortly.
2. Adjunct Faculty Representatives (Tina Agustiady, Shannon Hamlin) – Tina will be sending benefits out one more time, since there are many new adjuncts.
3. CNT/FTNTT Faculty Representatives (Sue Metzger, J-P Spiro) – see Appendix A
4. Election and Credentials Committee (Q Chung, Jen Palenchar, Qi Wang, Bob Styer [emeritus]) - see Appendix A. Additional note: Please consider continuing to serve when FC elections come up; if you are not planning to serve, it is helpful to suggest new names
5. Research Policy Committee (RPC; James Peyton Jones, chair) – see Appendix A. Additional note: anyone receiving federal funding on a research grant will need to assign the rights to any future inventions to the University. It does seem to be a legal requirement being put into place.
6. Faculty Rights & Responsibilities Committee (FRRC; Amanda Knecht, interim chair) – see Appendix A

Amanda Knecht, 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, 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 Agustiady, Tom Way (Chair), Travis Foster, Wenqing Xu

7. Retired faculty members (Joe Betz) – The quarterly club for retired faculty members is meeting again (6 times a year); please inquire with Rose O’Driscoll at her VU email if you would like to attend.

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

1. Academic Policy Committee (Bridget Wadzuk, chair) – The first meeting of APC was at the end of Sept. The following subcommittees were established: honor culture partnership with SGA; subcommittee in waiting. The University Race and Justice Course creators will give update tomorrow in an APC meeting.
2. Intellectual Property Policy Board (James Peyton-Jones) – see Appendix A. James added that they were able to get a lot of good changes to the policy. There is just one remaining item to resolve.
3. Policy (Jen Altamuro, Jake Elmer) and Operations (Elaine Youngman, Cathy Curley) Committees – Jen (Policy) reported that surveillance testing has been extended after break; more signage have been put out about masking, especially in common spaces of buildings. There have been discussions in the committee about the masking policy for visitors to campus, particularly regarding Men’s Basketball events.

Old Business

1. Recap of 9/29/21 Univ. Council meeting (Tom, James) – The University Council meeting is Fr. Peter’s gathering of the leaders on campus, including SGA, staff, FC, grad students, and the Provost. FC items generated a lot of discussion. For example, students are charged for COVID-19 testing, details of that and reimbursement issues were discussed. The IP issue regarding patents was also discussed. A significant item of discussion was the effectiveness of University Council, which did not meet during the pandemic. When it does meet, the conversation is not at a decision/policy level. Fr. Peter agreed, and the issue was also raised in middle states. He is willing to see change. We should think about proposing what we would like to see. We invite everyone to think about setting up a high-level University committee in such a way that it is in the decision-making pathway and actively involved in current matters to the University. The meeting was positive and hopeful, and we need to take this opportunity to make suggestions. Bob Styer notes that the Middle States report is demanding a change, so it seems necessary. One potential proposal is that items on the agenda for BOT or Council of Deans should be previously discussed within the University Council. A solution that is feasible and practical is needed for a committee that meets once a semester, but also should be in the decision-making pathway. One other item of discussion was institutional support for listing all University-wide committees, members, terms, and minutes. It takes a lot of time and effort to track these down; administrative support is needed. The org chart needs to extend to committees. Fr. Peter was receptive to providing support for this effort.
2. Recruitment of interim Vice Chair (overlap during Fall, then Spring 2022) – Please consider volunteering or suggesting a name.
3. RPC has two new members, and is currently seeking a Chair (Spring 2022)
4. IPPB has new member from Nursing, has all members needed – thanks to Jenn Ross for joining!
5. Faculty-Staff Choir funding of \$250 is in progress

New Business

1. Faculty rep to Athletics Advisory Committee needed for 2021-22. The committee does not meet that often; send questions or indications of interest to Tom Way.
2. Constitution and By-Laws Update Working Group is fully peopled, starting work. Chair Bob Styer is open to additional volunteers.

3. Affordable Materials Project requests 15 minutes at upcoming FC meeting, would FC benefit? Tom suggested they would be able to speak more directly to groups of faculty by visiting department meetings, and gatherings of that type.
4. Time between classes, faculty member (Craig Carpenter) requests considering uniform 15 mins between classes (see Appendix A) – The proposal would impact MWF in particular. It was noted that an APC subcommittee on scheduling is working on this issue. If put into effect, the start time would be 8am and last period would be at 5pm or slightly after. Thoughts on this would be welcome for APC. Options include starting earlier and ending later. Some key questions were raised: how long do people need between classes? Is 8am start acceptable? Is post-5pm end to day classes acceptable? One member pointed out that students who are not as mobile have difficulty with the current 10-minute break between classes on MWF. On the other hand, pushing the start time back creates difficulties in scheduling programs that have night classes. Another member pointed out that faculty with young children may find it difficult to make the 8am start time.
5. Brainstorm issues to raise with Provost/Vice Provost for 10/27/21 meeting with FC leaders – Issues discussed today will be on the list. If you have other ideas, send to Tom and James.
6. In progress:
 - Town Hall with Fr. Peter, no format or date determined
 - Town Hall with Provost, no format or date determined
7. **Open discussion** – Tom received a question about a potential January Faculty Holiday party, in person at the Villanova Room. Tom opened the floor to responses. Comments included: Faculty with young children still have concerns about in-person events without masks due to eating and drinking. Another asked if we could suggest a spring outdoor event instead. Another person suggested considering the example we are setting for students. Tom raised the related question about resuming Faculty Fridays for Spring, held in the Refectory. There were suggestions that it seems too early to answer. Further discussion included that the questions give a sense that the pandemic is over when it is not. Also, there are probably faculty and administrators who are looking forward to more in person engagement. Considerations were raised about creating a series of events that would exclude parents of young unvaccinated children, and people with at-risk family members, elderly parents, or those who are immunocompromised. James added that in the University Council meeting it was noted that there is pressure from parents of students to remove the mask mandate on indoor campus spaces. Another person suggested that one of the things that is going wrong is asking yes/no instead of letting faculty give input on the parameters/standards they would prefer to protect the safety of everyone. It was agreed that a straw poll should be done to represent the opinion of those members of FC present. Questions and results are below:
 - Do you support University-sponsored, indoor social gatherings being reintroduced as early as January, 2022? 17% yes, 83% no. [4 yes, 19 no]
 - If such a social gathering could be held outdoors, once weather is suitable, would you be in favor? 83% yes, 17% no. [19 yes, 4 no]
8. **Discussion about the grading deadline for Fall 2021.** Grades are due Noon on Monday 12/20/21; the last Friday final exam goes until 5:30pm on Friday 12/17/21. In the past the grade deadline has often been in January. It will be brought up with the Provost and with APC. Bridget offered that Craig and APC can discuss in future. Faculty congress should offer the solution we would like to see, so please send thoughts of what you would like. When we offer solutions we need to be thoughtful to other staff around the University. It was noted that it seems reasonable to ask for 48 hours during a business week. Another person noted that Sabbath on weekends is observed by many and requiring work on the weekend is offensive. It was also pointed out that this pushes faculty to assess learning in a way that is not optimal (e.g., using multiple choice exams). Another person noted that giving at least one business day is necessary, since, for example, single parents often do not have childcare on the weekend. It was pointed out that the

grade deadlines for half-semester courses are also an issue. They echoed the 48-hour business day request; for half semester courses in Fall 2021, the deadline was during fall break. The 48-hour business hour rule should also take breaks into account. The half-semester course grade deadline used to be due same time as mid-term grades; this year instructors were informed with an email one day before, during break. Regarding the current policy, it seems that when the last day of exams + 48 hours is too close to Christmas, then the deadline is early Jan; otherwise it seems to be Friday last exam has a Monday grade deadline and Saturday last exam has a Tuesday deadline. However, just because that has been the policy doesn't mean that needs to be that way going forward. Various responses were discussed including a public letter and organizing a coordinated response if the deadline is not changed. It was noted that we also need to understand the implications for staff if a delay is enacted.

Reminders

Upcoming Congress events:

APC meeting hosting Race and Justice Course development team (Zoom)

(non-participating visitors can request zoom link)

- Tuesday, October 19, 2021, 11:30-12:30

FC leadership meetings with Provost & Vice Provost (Zoom)

(Tom, James, Bridget, Amanda)

- Wednesday, October 27, 2021, 12:30-1:30
- Wednesday, December 8, 2021, 12:30-1:30

Fall 2021 Faculty Congress general meetings (Zoom)

- ~~Tuesday, September 14, 2021, 9-10:30~~
- Monday, October 18, 11:30-1
- Thursday, November 18, 9-10:30
- Friday, December 17, Noon-1:30

Spring 2022 Faculty Congress general meetings

- TBD

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

- Canceled till further notice

APPENDIX A

Committee Reports & Updates

CNT and FTNTT representatives

The CNT/FTNTT Committee is reviewing the following issues:

- CLAS needs to update its triennial evaluation documentation and process to accommodate CNT/FTNTT faculty. J-P is working to correct this with the newly appointed CLAS Associate Dean for CNT Faculty.
- The University Race and Justice Course proposal recommends the course be taught largely by CNT faculty. Delivering a potentially controversial course by faculty lacking academic security is not recommended. This will be discussed with the faculty and administrators piloting the course.
- This past Spring's increase of T/TT faculty base salary raises (from \$3,500 to \$5,000 for Associate and from \$7,500 to \$10,000 for Professor) without increasing CNT base salary promotion amounts is a breach of duty of good faith. FCEC is being asked to address this disparity with the Provost/Vice Provost.

Elections and Credentials Committee

- Our committee welcomes new members, and I believe all faculty constituents are pretty well represented. We thank Tom and the Faculty Congress leadership for supporting us and canvassing to expand the committee membership. The Election and Credentials Committee now has the following members: Q Chung, Linda Copel, Gang Feng, Jennifer Palenchar, Stefan Perun, Bob Styer, and Qi Wang.
- We are preparing to hold 3 elections next spring: (1) Faculty Congress, (2) University Rank & Tenure Committee for 2022-2024 seats, and (3) University CNT Promotion Committee for 2022-2024 seats.
- For (1) above, electing Faculty Congress representatives should be preceded by electing Faculty Congress leaders. Our committee requests that the Officers be elected as early as possible so that the general election for the remaining Faculty Congress seats can start in February 2022.
- The other 2 elections -- (2) and (3) above -- used to be held in early fall (before elections for college-level committees), although we have been meaning to hold them before the end of academic year so that new committees would be ready when their term commences. In spring 2022, we want to have those 2 elections soon after spring break.

RPC met on 10/1/21 with a full agenda:

- The PI Eligibility Policy and Request Form were discussed and recommended for adoption
- The Labor Distribution Policy (accounting of payroll expenses on grant awards) was discussed and recommended for adoption
- Draft proposals for PostDoc position guidelines and mentoring were discussed with generally positive feedback

- Rough draft Data Stewardship guidelines were briefly discussed: This will need further work.
- A new requirement for recipients of Federal Funding to explicitly assign any future inventions made under contract to the University (per NIST interpretation of the Bayh-Dole act) will be rolled out shortly.

FRRC update

The FRRC has finalized the changes we are asking for in the Intellectual Property Policy. We are also working on making changes to the grievance policy in the faculty handbook.

IP Policy Board

The IPPB has not yet met this semester but is expected to do so shortly in order to consider the proposed IP Policy Revisions which have now been reviewed by FRRC. FRRC welcomed most revisions (eg. re online teaching materials and digital scholarship), but would like to see the University grant a license to the Inventor of a patentable invention.

Request to Consider Uniform Time Between Classes

----- Forwarded Message -----

Subject:Re: Faculty Congress meeting schedule - Fall 2021

Date:Sat, 2 Oct 2021 06:01:45 -0400

From:Craig Carpenter <craig.carpenter@villanova.edu>

To:Thomas Way <thomas.way@villanova.edu>

Dear Tom,

I have an item that I have discussed with other faculty and that I think it would be good for Faculty Congress to discuss. It is the discrepancy between the time in-between classes on MWF and TR. Last year, the 20 minutes in-between classes on all days was exceptional because of covid, and this year it is back to the shorter duration and the length discrepancy.

Here's the problem this year and with the typical schedule: students on MWF feel rushed to make it to their next class, inevitably start packing up early, distract other students who copy-cat, disrupt the last 5 minutes of classes that are already only 50 minutes, and compromise the learning experience on MWF classes.

This is all because they feel -- and rightly in many cases -- that they don't have enough time to make it from one building on campus to another. They may have to go from the PAC now to West, or some other long distance. Or they may not have quite as far to go but nevertheless find that, even if classes end punctually, they are only barely getting to their next class on time. This is a problem for both the professor/class that is ending and the next professor/class, esp. if students arrive late.

Why not make the time in-between classes the same on every day and at least 15 minutes, as on TR currently?

I know the usual responses. But 10 minutes is too few, students feel pressure anyway, the nice tidy "classes begin on the half-hour on MWF" response doesn't solve the more basic problems, and having 15 minutes on TR seems somewhat random. At least, if the schedule could admit 15 minutes now on 2 days, why not on all days to make it uniform.

I, for one, would rather have classes start earlier in the day if that meant that my classes were not disrupted at the end -- and I teach 8:30 and 9:30 periods. I taught 8:00 am classes all days last fall (MWF and TR). It worked, and I didn't have students packing up early every period.

Maybe Faculty Congress could put this issue on its agenda for an upcoming meeting, even if nothing will change the Spring 2022 schedule. But it might be worth considering as a recommendation to the administration for Fall 2022.

Sincerely,
Craig