



VILLANOVA UNIVERSITY
FACULTY CONGRESS

Academic Year 2020-2021

October 8, 2020
3:30 pm to 5:00 pm
via Zoom

Present: Tom Way, Paul Bernhardt, Sherry Burrell, Stef Katz, Andrew Scott, Kathryn Haymaker, James Peyton Jones, Rory Kramer, Melissa Hodges, Gerald Beyer, Joseph Betz, Travis Foster, Steve Liedtka, John-Paul Spiro, M. Metin Duran, Gordon Coonfield, Jennifer Altamuro, Rabih Moussawi, Aronte Bennett, Jeremy Kees, Rebecca Winer, Paul Steege, Bridget Wadzuk, Ani Ural, Sue McFarland Metzger, Shannon Hamlin, Benjamin Scheick, Gregory Hoskins, Meredith MacKenzie Greenle, Gregory Hoskins, Samantha Chapman

Absent: Jennifer Ross, Peter Busch, Ilia Delio, ***

Housekeeping

- Welcome
- Approval of minutes from Sept 11, 2020 (attachment)
 - Minutes approved with two abstentions
- FCEC approved appointment of Rachel Skrlac Lo to vacant FC Arts-Social Sciences seat

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, need one more: please email Andrew.g.scott@villanova.edu if you would like to join)
 - a) See Appendix A for awards committee report, which was updated after our discussion. There will be an online vote on the proposed changes since the awards committee plans to meet before our next FC meeting.
 - b) Summary of the discussion: The proposal is to change the eligibility requirements for some of the awards to expand eligibility to include CNT faculty for the University Mid-Career Service Award, the University Mid-Career Scholar Award, the Lafferty Award, and the University Scholarly Achievement Award. It was noted that historically, the idea of the “mid-career” awards was to create awards for associate-level professors particularly, since most existing awards at the time were aimed at early career or full professors. Questions arose about the definition of mid-career, and whether a time limit is necessary for awards. The discussion showed an agreement that CNT faculty should be eligible for the service and Lafferty awards. Some members

- expressed reservations about considering non-tenured faculty for the scholarly awards, but others noted that some CNT faculty are also active researchers.
- c) Two related questions were also raised: (1) Adjunct faculty are not eligible for any of these awards, but could they be included? (2) Regarding the University Scholarly Achievement Award and the outstanding faculty research award, does it make sense to have two awards for the same objective? Perhaps one committee should decide on the two awards. The awards committee will consider these comments.
- 2) Adjunct Faculty Representatives (Tina Agustiady, Shannon Hamlin)
 - 3) CNT/FTNTT Faculty Representatives (Sue Metzger, J-P Spiro)
 - a) There were two main issues raised by the CNT committee: (1) Issue of testing faculty on campus, since some faculty are teaching on campus. For example, we could propose allowing one test every 4-6 weeks for faculty teaching in-person, if they feel they were exposed while teaching. The idea is that a primary care physician may not give a test based on the level of interaction we have with students, but since the Health Center performs tests, it would be convenient to have that option. (2) There have been reports that some CNTs have felt pressured by chairs to teach in person, and worry that they are putting their jobs at risk to ask for online teaching in the first place. Options for CNTs who would prefer not to go to the administration include contacting FC members, or the faculty ombudsperson. It was noted that a helpful response would be a public statement from the administration that there will be no pressure, and that future hiring/promotion considerations will not be impacted by your choice of teaching modality in these times.
 - 4) Election and Credentials Committee (Q Chung, Jennifer Palenchar, Qi Wang, Bob Styer [advisory])
 - a) University Rank and Tenure Committee elections are going on right now, closing on Wednesday, 10/14/2020. Two seats are up for election: Social Sciences and Nursing. Please encourage Faculty Congress members to vote.
 - b) We will also hold elections for the CNT Promotion Committee this fall. Exact dates will be determined soon. Two seats are up for election for the CNT Promotion as well: Social Sciences and Nursing.
 - 5) Research Policy Committee (RPC; James Peyton Jones, chair)
 - a) RPC has not met in person, but did consider draft Fall 2020 Research Contingency Plans proposed by the AVPR, Amanda Grannas. Several changes were proposed, and most of these were adopted in the final version. The plans aim to facilitate research to the greatest degree possible during the 2020-2021 academic year, while being prepared to adapt to any scenarios where the university might have to change course as a result of the pandemic.
 - 6) Faculty Rights & Responsibilities Committee (FRRC; Metin Duran, chair)
 - a) FRCC met last Friday to discuss the IP Policy changes. We came up with some suggested changes to the policy. We also decided a small group from FRRC will meet with the administration and General Council to discuss it on October 29.
 - b) Please consider giving feedback because this document relates to online teaching and we are trying to update it.
 - 7) Retired faculty members (Joe Betz)
 - a) Joe reported that he has mostly interacted with other retired faculty via sympathy letters and get-well cards.

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

- 1) Academic Policy Committee (Bridget Wadzuk, chair)
 - a) Updates: APC will form a subcommittee to draft options for providing students a “working break” in the spring, since there is no formal spring break.
 - b) APC has also reviewed assessment protocol for middle states.

- c) CATS are being updated to include distance learning questions; there are questions for DL courses that have been asked in the past, but they are being revisited for our current mode. There is a subcommittee reviewing the proposed questions.

Old Business

1. Update on Modified R&T Submission Protocols
 - a. There was no modification for this year. Policy now is identical as before. One-year deferral is the only option. Applicants can include a statement about the impact that covid has had but it will not be required.
 - b. The door is still open to draft notes of guidance for committees who will be considering rank and tenure decisions, but we need someone to **volunteer for this job**, or suggest it to the VISIBLE group. Any recommendations would need to be considered and approved by FRRC before going to the VPA.

New Business

1. Discussion of Faculty Town Hall with Provost and Vice Provost
 - a. One member suggested holding townhalls without the administrations in a forum-type setting. One suggestion was to use the old Faculty Friday time for this purpose.
 - b. It was noted that having both the provost town hall and an FC meeting in one day was stressful, and faculty need a longer lead time for notice (at least a week).
 - c. There was an observation that the answer to a question at the town hall regarding how the University is supporting faculty and staff with school-age and young children was inadequate. The emergency child care fund is not a solution. This issue seems related to the lack of an answer regarding how COVID disruptions have been shown to have a disproportionate impact on women and people of color.
 - d. One attendee thought that Faculty Congress should follow up to find out the conditions of the rejected requests for accommodations. (During the townhall Provost Maggitti mentioned that there were 10 such denials.)
 - e. University finance discussion is being pursued by members FCEC.
2. Ideas for supporting and expressing gratitude to staff
 - a. One idea was for faculty congress to sponsor a free coffee cart to go around campus; or to send gift cards to all staff.
3. Open discussion
 - a. VIRS: helping mid-career faculty with peer mentoring circles. See Campus Currents for details.
 - b. CNT representatives expressed concern about the lack of voting rights for department chairs. Also, is it possible to see published CNT salary bands?

Reminders

Upcoming Congress events:

Fall 2020 Faculty Congress general meetings (Zoom)

- ~~Friday, September 11, 2020, 1:30-3:00~~
- ~~Thursday October 8, 3:30-5:00~~
- Wednesday November 4, 12:30-2:00
- Monday December 7, 10:00-11:30

Fall 2020 Faculty Congress office hours (Zoom)

- tbd: possibly some Thursdays, 4-5 pm

Spring 2021 Faculty Congress general meetings (Zoom)

- tbd

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

- Canceled till further notice

Awards Committee, revision of awards criteria, Fall 2020
Submitted by Andrew Scott

Proposed changes to eligibility requirements for Faculty Congress awards

- Overall goals:
 - To create consistency among and between similar awards.
 - To make eligibility requirements more inclusive.

Mid-career awards: there are two mid-career awards, which have different eligibility requirements. These changes make the awards consistent with one another. This change would make CNT faculty who are engaged in research and service eligible for the awards.

- University Mid-Career Service Award
 - Current: All active, tenured faculty members who have been at the rank of associate professor for at most 7 years are eligible.
 - Proposed change: All full time faculty members (including CNT and tenured faculty) at the associate level are eligible.
- University Mid-Career Scholar Award
 - Current: Only faculty members at the Associate level (or Full Professor in the School of Law), with between 6 and 15 years of service at the University are eligible to win this award.
 - Proposed change: All full time faculty members (including CNT and tenured faculty) at the associate level are eligible.

Lafferty Award: This change would expand eligibility to CNT and tenure-track faculty. Nominations for this award have been thin in recent years.

- Current: All active, tenured faculty members are eligible.
- Proposed change: All active, full time faculty members (including CNT, tenure-track, and tenured faculty) are eligible.

University Scholarly Achievement Award: As a University-wide award, this change would make the award open to full time faculty at all ranks. Major works of scholarship frequently propel associate professors to the rank full professor; this change would not disqualify such faculty. This change would make CNT faculty who are engaged in research eligible for the award. (Major changes bolded for clarity)

- Current: **Assistant and Associate Professors (or Full Professors in law who were tenured within the past 12 years) who have served at least three years at the University are eligible to be nominated.** Works by research teams (two or more faculty)

are also eligible for consideration. Self-nominations are not accepted. The team would be a single nomination and would share the award. Faculty are eligible to win this award more than once. Faculty who have received the award cannot be nominated again until the third year following their award. If a nominee is not given the award, they will have the option to allow their application to stay active for up to two additional years.

- Proposed change: **All full time professors (including CNT, tenure-track, and tenured faculty) who have served at least three years at the University are eligible to be nominated.** Works by research teams (two or more faculty) are also eligible for consideration. Self-nominations are not accepted. The team would be a single nomination and would share the award. Faculty are eligible to win this award more than once. Faculty who have received the award cannot be nominated again until the third year following their award. If a nominee is not given the award, they will have the option to allow their application to stay active for up to two additional years.