



VILLANOVA UNIVERSITY  
FACULTY CONGRESS

Academic Year 2023-2024

August 31, 2023

9:30 am to 11:00 am

via Zoom: <https://villanova.zoom.us/j/94432808002>

AGENDA

**Present:** Tina Agustiady, Jennifer Altamuro, Aronte Bennet, Joe Betz, Sherry Burrell, Cheryl Carleton, Col. Vincent Ciuccoli, Joseph Drury, Jacob Elmer, Kathryn Haymaker, Kamran Javadizadeh, Ann Juliano, Stephanie Katz Linkmeyer, Jeremy Kees, Michelle Kelly, Amanda Knecht, Rachel Skrlac Lo, Michelle McKay, Sue Metzger, Sergei Nersesov, Jared Paul, Frank Pryor, Jennifer Ross, John Sedunov, David Shaffer, John-Paul Spiro, Mark Wilson

**Absent:** Theodore Arapis, Farshid Baghai, Paul Bernhardt, Gerald Beyer, Samantha Chapman, Kerry San Chirico, Eric Hamberger, Gregory Hoskins, Lisa Sewell, Troy Shirangi, Raka Shome, Bridget Wadzuk, William Wagner, Qi Schlupp

**Housekeeping**

- Welcome
- Approval of minutes from April and May, 2023 meeting

*Minutes Approved*

**Announcements**

- President's Address: Thursday, August 31, 3pm in Villanova Room of Connelly Center

**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)

*Looking for more members from FC. Reach out to Andrew Scott or Sherry Burrell if interested.*

Amanda Knecht, Ann Juliano, Aronte Bennet, Bridget Wadzuk, Cheryl Carleton, Col. Vincent Ciuccoli, David Shaffer, Eric Hamberger, Farshid Baghai, Frank Pryor, Gerald Beyer, Gregory Hoskins, Jared Paul, Jennifer Altamuro, Jennifer Ross, Jeremy Kees, Joe Betz, John Sedunov, John-Paul Spiro, Joseph Drury (Vice Chair), Jacob Elmer, Kamran Javadizadeh, Kathryn Haymaker (Chair), Kerry San Chirico, Lisa Sewell, Mark Wilson, Michelle Kelly, Michelle McKay, Paul Bernhardt, Qi Schlupp, Rachel Skrlac Lo, Raka Shome, Samantha Chapman, Sergey Nersesov, Sherry Burrell, Stephanie Katz Linkmeyer, Sue Metzger, Theodore Arapis, Tina Agustiady, Troy Shirangi, William Wagner

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2. Adjunct Faculty Representatives (Tina Agustiady, Eric Hamberger) – see Appendix A (guidelines for per-credit pay)
3. CNT/FTNTT Faculty Representatives (Frank Pryor, Sue Metzger, John-Paul Spiro)

*Solicited feedback on the salary adjustment process, expressed concerns about equity and fairness, and the desire for further transparency.*

4. Election and Credentials Committee (Q Chung, Jen Palenchar, Qi Wang, Bob Styer [emeritus])

*Rank and Tenure committee elections are forthcoming. Concerns were expressed about the number of those offering to serve on this committee as well as the relatively low voting response rates of faculty.*

5. Research Policy Committee (RPC; Jared Paul, chair)

*Looking for more members from FC. Changes to the membership will take effect after the spring 2024 elections*

6. Faculty Rights & Responsibilities Committee (FRRC; Amanda Knecht, chair)

7.

*Changes to the Faculty Handbook regarding ULC are in process. Changes to the Student Handbook have been made.*

8. Retired faculty members (Joe Betz)

**Committees with Faculty Representation** *(reports submitted in advance; please see appendix; this time set aside for elevated issues and/or questions)*

1. Academic Policy Committee (Bridget Wadzuk, chair)

*See appendix A.2*

### **New Business**

1. FRRC and discussions of FCN rank and tenure structure (Amanda)

*FRRC is working with the Nursing College to explore changes to their Rank and Tenure process. Faculty Congress and FRRC members are meeting with the faculty and soliciting input, given concerns about a fair and representative constitution of the college's rank and tenure committee.*

2. CLAS teaching load policy revision taskforce – joint effort of FC, Dean's office, and Provost's office (Joe)

*A task force, including representation from Faculty Congress, the College of Liberal Arts and Sciences, and the Provost's office will be reviewing the teaching load policy for tenure-track research faculty in keeping with the university's strategic plan.*

3. Cabrini discussions and faculty involvement (Katie)

*Representatives of Faculty Congress and faculty at large will participate in a working group to consult with administration on visions related to the possible acquisition of Cabrini University.*

4. HERI survey data request (Katie) – see attachment for questions

*Faculty Congress is requesting more detailed information from the HERI survey in order to better pursue the needs of the community and the constituencies.*

## **Reminders**

### ***Upcoming Congress events:***

#### FC leadership meetings with Provost & Vice Provost

(Katie, Joe, Bridget, Amanda)

- Thursday, September 28
- Thursday, November 16

#### Fall 2023 Faculty Congress general meetings

- Thursday, August 31, 9:30am – 11:00am (Zoom)
- Friday, October 6, 11:00am - 12:30pm (Zoom)
- Tuesday, November 21, 12:00pm - 1:30pm (Zoom)

#### 2023-24 Faculty Fridays, 2:30 p.m. to 4:30 p.m. (*The Refectory*)

- September 1
- October 6
- November 3
- February 2
- March 1
- April 5

## Appendix A: Standing Committee Reports

### 1. Adjunct Faculty Committee

From the Provost's office: Compensation Question

We have a *Schedule for Credit Earning Courses* that establishes per credit pay. The Schedule follows these design principles:

- Faculty with a terminal degree (e.g., Ph.D.) are paid more than faculty without a terminal degree (e.g. MA degree).
- Faculty teaching graduate courses are paid more than faculty teaching undergraduate courses.
- Lab Assistants and Drill Instructors (who only teach undergraduate students) are paid less than faculty with full-responsibility to teach 3 credit courses.
- All four types of faculty with at least 61 credits of teaching experience at Villanova are paid more than faculty with less than 61 credits of teaching experience at Villanova.
- The compensation is different across the colleges in order to better align with the market for faculty in the various academic disciplines. For example, the lowest per credit hour undergraduate rate for a part-time faculty member with a terminal degree is \$1,800 and the highest is \$2,025. These differences also are felt to an even greater extent among full-time faculty.
- The per credit hour rates are adjusted annually to include the standard university percentage raise full-time employees receive as well to account for changes in the market for faculty from various disciplines.

In summary, our rates account for differences in education, experience, course responsibility, type of course, the market for faculty from various disciplines, and providing annual raises consistent with the University's allocation for all employees. These annual increases are informed by feedback from College leadership regarding the program structure, market rates, and recent hiring efforts.

There is a separate *Schedule for Non-Credit Instruction* for faculty in the College of Professional Studies. This schedule establishes a rate based on these design principles:

- Qualifications for teaching the non-credit course (i.e. Degree, professional experience, required credential from an affiliated professional association)
- Subject area of the non-credit course (i.e. Paralegal versus Counseling)
- Market for expertise in the non-credit subject area
- Time and duration of the instruction of the non-credit course
- Primary modality of the course (online vs. on-campus)

For example, campus courses range from \$100 to \$160 per hour based on the criteria above and instructors who teach online are compensated between \$1,000 to \$2,500 per month, with rates based on the course's instructional hours and required levels of faculty engagement.

### 2. Academic Policy Committee

- In the Spring APC approved the SGA ask for Wellness Days providing faculty with a mechanism to provide days for students to practice wellness beyond the traditional excused absence list.
- Academic Integrity Code
  - In the spring APC approved a change to the policy regarding WX "If a student is found responsible for an academic integrity violation that results in a grade penalty, they may not WX the course unless they are approved to WX for significant medical reasons. Students applying for a WX based on significant medical reasons must submit documentation, and their request for an exception will be considered."

- Over the summer, the APC Academic Integrity Subcommittee worked with Alice Dailey to revise the Academic Integrity Code to address the use of AI. That language was approved by the APC, and was included in the announcements from the Provost's office ahead of the semester start.
- Bridget Wadzuk has continued to represent faculty on the Learning Management System Committee as the University evaluates different platforms. We will be discussing findings from the faculty pilot at the first APC meeting on Sept 14. Overall, different groups around the University have been involved to understand the utility of the different platforms and how each one will meet our stated needs.
  - Additionally, at the first APC meeting of the semester we will be reviewing a draft of minimum use requirements of the LMS system.

### 3. Athletics Advisory Committee

The Athletics Advisory Committee met on April 26, 2023 at 11:00 am.

I. After a brief welcome and introductions, the committee heard an **update from Mark Jackson, Vice President and Director of Athletics**. Highlights include:

- VU does not tend to lose a lot of student athletes to transfer, but not every student graduates with love and connection. VU coaches have a high retention rate. The AD hopes to strengthen and enhance staffing around student athlete support.
- The AD has 24 reports, approximately 1/3 of the teams are not scholarshiped or don't have fulltime coaches; men's basketball is the only sport that generates money; football is incredibly expensive to run. All of our athletic teams are impressive, competitive, and a point of pride for the university.
- Athletics department has focused on a culture of compliance and community. They have worked hard to educate athletes (and coaches) about pitfalls and stay out of undesirable headlines.
  - Katie LeGrange – recently hired for compliance
  - Lynne Tighe – oversees admissions and recruitment compliance
- Name, Image, and Likeness (NIL) is a “seismic change” toward student rights. That being said, it is also recognized as a rapidly moving target and threat to amateurism. The University is working to be proactive to help students navigate the new environment (hiring new personnel specifically for NIL issues). Jackson is in conversation with other schools, sharing wisdom about how to handle things. Ultimately, it is not clear how sustainable NIL as a model of college athletics will be.
- The University continues to explore fiscally sound and innovative ways to make revenue. Jackson said “we have a depth of capacity” and are about to launch a billion dollar capital campaign with specific targets of a new boathouse, enhancement of annual fund, and building corporate partners (not sure what this latter means).
- A new president of NCAA announces an additional transition.
- There are 361 Division I athletic programs in the country but all are different.
- Increase resources in DEI, including new hires (Leisha Lewis, Assistant Athletics director for DEI)
- On the whole, it was reported that Athletics is in a good state but that there are some “big threats,” most notably NIL.

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II. Next on the agenda was a report on **Student Athlete Successes and Accolades**

- 465 student athletes earned 3.0 GPA; 74% achieved the Athletic Directors honor role (3.2 or above); 50% made the dean's list of their college; and 41 students earned a 4.0 GPA.
- All 24 teams earned an average GPA of 3.0; Women's Cross country earned the highest for women's teams with a 3.736 GPA; Golf was overall highest with 3.752 GPA.
- 99% NCAA graduation rate; top 5 in the Nation.
- Students are doing “all the cool things”: internships, study abroad, etc.
- The academic progress rate (term to term calculation of eligibility and retention of student athletes) is 996/1000; 12 teams had a perfect 1000 score.

III. Student Athlete Majors Audit

- 48% of student athletes are in ARTS (note that the first two years of “exploratory” majors impacts that number); 12% of athletes major in Communication, a number that is particularly high and something they intend to look into; 1.2% are in the “Liberal Arts” major.
- Some committee members offered suggestions for why there is an imbalance toward the Comm major.

#### IV. N4A Review – summary from National association for Athletic Directors

##### V. Vote on AAC Bylaws Change

- Current AAC Procedures Bylaw: “The AAC shall meet at least twice each academic semester. Additional meetings to discuss specific items may be scheduled at the request of the Chair, or a majority of the Committee. The subcommittees will meet as needed but at least once a semester.”
- Proposed AAC Procedures Bylaw: “The AAC shall meet at least once each academic semester. Additional meetings to discuss specific items may be scheduled at the request of the Chair, or a majority of the Committee. The subcommittees will meet as needed but at least once a semester.”

##### VI. Open Discussion

- Our chance to ask questions of Mark Jackson and others present.
  - “Do we have a sense of how the extra years of competition impacted freshman recruitment?” There was a definite (adverse) impact as students stayed on longer to make up for missed covid years.
  - “With Rosemont (and Cabrini) rumored to fold in the coming years, is there any talk of creating an “athletes’ campus”?” Absolutely not; it is not allowed and would not be desirable for a variety of reasons, including Mission reasons. Multiple Athletics personnel offered their reasoned opposition to a separated athletes’ campus.

#### 4. FC Elections and Credentials Committee

Early each fall, we set up the elections for the University Rank and Tenure Elections and the University CNT Promotion Committee Elections. These should be started in early September and finish well before the end of September, so the College elections can be held in October. In terms of perceptions of the importance of these critical faculty governance committees, we always want to see contested elections, and so we are grateful for the multiple colleagues who have volunteered to run this fall. It is also important to get a large voter turnout, so please encourage your colleagues to vote. (The last Middle States report noted the relative lack of contested R&T elections and low voter turnout, and we want to reverse this before the next Middle States report.)

This Spring 2024 is the biannual election for all members of the Faculty Congress. The same issues of encouraging contested elections and getting high voter turnout apply to this election also.

One member of our committee, Bob Styer, recalls the days when we had an administrative support staff member, who helped maintain webpages, minutes, and also supported setting up the elections. Bob wonders if it is time to ask again for administrative support for the Congress.

#### 5. Research Policy Committee

RPC is finalizing the gift card policy.

Also, an outside consulting firm wants to meet with the RPC: “Huron Consulting Group is assessing the compliance infrastructure related to mitigating foreign influence in research risks and complying with quickly evolving federal research security rules and guidance.” This is a consulting firm brought in by Amanda Grannas.

#### 6. Budget Report

During Spring 2023, FC spent \$143 dollars on a faculty happy hour, and we spent \$255.95 to provide the Facultas winner a gift card.

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