

Villanova University Faculty Congress

Academic Year 2012-2013

FACULTY CONGRESS PLENARY

Meeting of March 12, 2013

**Present**: Mary Ann Cantrell, Joseph Dellapenna, Rick Eckstein, Edwin Goff (Secretary), Judith Hadley, Paul Hanouna, Sandra Kearney, Christopher Kilby, Edward Kresch (Treasurer), Mary Ann Lieb, Wenhong Luo, Susan Mackey-Kallis, Louise Russo (APC Chair), Sridhar Santhanam, Donna Shai, Nancy Sharts-Hopko, Gaynor Strickler, Robert Styer, Mark Sullivan, Fayette Veverka, Thomas Way, Kelly Welch (Vice Chair, *pro tempore*), Seth Whidden (Chair, *pro tempore*)

**Absent**: Wayne Bremser *(NIA)*, Lillian Cassel *(NIA)*, Sohail Chaudhry *(NIA)*,, Linda Copel *(NIA)*, Mark Doorley *(NIA)*, Eric Karson, Julie Klein (COF Chair) *(NIA)*, Kenneth Kroos, Sarvesh Kulkarni, Chad Leahy *(NIA)*, Michael Levitan *(NIA)*, Barbara Ott *(NIA)*, Paul Pasles *(NIA)*, Salvatore Poeta, Paul Reagan, Bernard Reilly, Catherine Warrick, Joyce Willens *(NIA)*

1. Welcome by the Chair *pro tem*, Dr. Seth Whidden, to the fifth meeting of Faculty Congress Plenary, 2012-2013
2. A Moment of Silence was observed.
3. Minutes of the February 13, 2013 Faculty Congress Plenary were moved, seconded, and approved unanimously; they will be posted to the FC website.

**Old Business (each presentation limited to 2 minutes)**

1. **Committee Reports**
   * **Governance committees:**
2. **Academic Policy Committee** (APC; Louise Russo, chair): The most recent meeting concluded its present deliberations about CATS in consultation with OPIR; the final issues for future determination are how to ensure equity in the “0.2 point bias” found in the instrument, and determining whether reporting first and last deciles rather than quartiles would more accurately identify notable excellence and deficiency. A future meeting will discuss longitudinal data as an effective means to attain optimal equity and measure of relative excellence in teaching performance as reported by students.
3. Adjunct Faculty Representatives (Sandy Kearney, Paul Reagan): representatives are set to meet with the University President to determine more precisely the value of and needs of Adjunct Faculty colleagues.
4. Awards Committee (Sandy Kearney, Sarvesh Kulkarni, Chad Leahy, Wenhong Luo, Paul Reagan, Mark Sullivan, Tom Way, Kelly Welch):The Awards Committee is in the process of having letters sent for teaching and *Facultas* awards; the Lindback award nomination process also is moving forward—Mark Sullivan and Tom Way will meet soon.
5. Committee on Faculty (COF; Julie Klein, chair) The Committee most recently addressed the search process for replacing VITAL Director, Dr. Carol A. Weiss; the Committee also discussed the wisdom of establishing an academic program leading to the Bachelor of Arts degree entirely *via* on-line courses through Part-Time Studies.
6. Elections and Credentials Committee (Linda Copel, chair): The Committee reported their consensus regarding faculty elections, *viz.* no vote tally results should be published; determined that election results appropriately should be reported to candidates who request them for their particular election.

**Motion and Second:**

**Following an election, faculty who ran for an office may, upon request to the Faculty Congress Elections and Credentials Committee, receive the results of the vote tallies for the position for which they ran.**

**The motion passed unanimously.**

1. Employee Issues Committee (Seth Whidden, chair): The task force chaired by Q Chung is in preliminary discussions to propose a revised retirement plan, with the goal of being able to report to the EIC in time for the April Congress meeting. The EIC's other agenda item, of tracking faculty compensation, will bear fruit at the April Congress meeting, when Jim Trainer of OPIR presents the most recent data on the matter to the full Congress.
2. Full-Time Non-Tenure Track Representatives (Chad Leahy, Gay Strickler): FTNTT colleagues are concerned that the issue regarding FTNTTF's right to vote for  department chairs, which is currently in the hands of COF, not get lost or ignored as other business arises for COF).
   * **Board of Trustees Standing Committees**
     1. Academic Affairs (Scott Kassel and Julie Klein): Scott Kassel confirms the substantive reports by Julie Klein as recorded in FCP Minutes of February 2013 and November 2012.
     2. Investment (Dean Diavatopoulos and David R. Shaffer): No Report given.
     3. Physical Facilities (Amy Fleischer and Margaret Grubiak):Use of proxy votes, tenets of Augustinian Mission, and their ethical implications may be missing in some manner within proceedings; perhaps it would be helpful to add Physical Facilities activity to list of President’s Annual Report.
     4. Student Life (David Dinehart and Lynne Hartnett): SGA is concerned about removal of the off-campus shuttle in the evening and night; the Board is considering per/pay shuttle—perhaps three stops on Lancaster Avenue. Suspension of service issued from complaints of local residents regarding immature behaviors.
     5. University Advancement (Bryan Crable and Jeffrey Pelesh): Nothing substantive to report at this time.
     6. University Communication (William Cowen and Catherine Wilson): Working with external consultants on the Story of Villanova, and how to market it.
     7. Athletic Committee (no faculty representation at the present time): no information, need faculty representative.
   * Reports from faculty representatives to other committees (as necessary)
     1. University Benefits Committee (Lyn DeSilets, chair; Charlie Cherry, Q Chung, Mike Hones, Bijan Mobasseri) ): *See appended document, “Benefits Committee: Report to Faculty Congress.”*
     2. Other committees as they develop: Edwin Goff will draft a statement regarding protocols for faculty reporting out from Board committees.
3. COF update on FTNTT voting for department chair (Julie Klein): No report at this time.
4. FC election process (Linda Copel) The Committee stated its desire to move from annual rotation responsibility for elections and credentials process to a single person for a determinate period of time. Rank and Tenure moves up a month in Fall 2013; nominations need to be received this spring; elections to be conducted in early fall.
5. EEOC / HR (Edwin Goff): ***)***: The Office of General Counsel will report to the University Senate on Friday (03/15) results of determining best practices for administrative housing for EEOC reporting and enforcement of equal opportunity issues that arise within the workplace.  Upon receipt and review of the report, the task force will proceed to complete its research and prepare a proposal as deliberations warrant.
6. Congress recognition for Carol Weiss: The Plenary determined by unanimous consent to demonstrate our sincere gratitude. Faculty Congress will be honoring Dr. Weiss at the last Faculty Friday of the year, on **Friday 26 April, in the Presidents' Lounge. Starting around 3:15**; following brief remarks a token of our appreciation will be presented to Carol.
7. (Self-)nominations for Faculty Congress group service site leader for Fall 2013 St. Thomas of Villanova Day (Seth Whidden, on behalf of Victoria McWilliams) Victoria McWilliams reminds all members of Faculty Congress of the standing open call for self-nominations for St. Thomas of Villanova Day.

**New Business (each presentation limited to 2 minutes:)**

1. Online education at Villanova. Faculty Congress-hosted forums: Tuesday 12 March, 10-12; and Wednesday 13 March, 10:30-12:00, Connelly Center Cinema (Seth Whidden, Kelly Welch): The VPAA, the Dean of Graduate Studies, and the Director of Part-Time Studies addressed matters of graduate program online programs, and responded to questions and remarks from colleagues in attendance. Tomorrow the VPAA and Director of Part-Time Studies will address the proposed online Bachelor of Arts program. The Office of Part-Time Studies will administer all facets of the program. Frank and open discussion ensued, including reference to tiers of faculty, and our institutional inattention to the systemic picture of faculty; the absence of a University-wide Curriculum Committee; the unexamined matter of intellectual property-rights of faculty. The proposed academic undergraduate degree program becomes a system perspective, *viz.,* what defines a degree, and who creates it, and who owns it**?**

**RESOLUTION**

**The Faculty Congress formally requests the ability to select multiple faculty representatives to serve in an advisory capacity to the Office/Center of eLearning (with two-year, staggered terms), to assist and make recommendations on all matters pertaining to that Office/Center, and to report regularly via standard means of faculty governance.**

**Adopted Unanimously** by the Faculty Congress of Villanova University, 12 March 2013.

1. Possible dissolution of the University Senate, and its consequences for the Faculty Congress (Bob Styer, see document previously circulated by e-mail): The Senate Executive Committee has approved for Senate deliberation on Friday, March 15, two proposals: The first proposal would empower the Executive Committee to select a task force to develop a proposal to restructure the University Senate. The second proposal would suspend Senate meetings, effective Fall 2013; all Senate Committees would continue their duties, and would report as needed to the Executive until such time as a new Senate has been approved.
2. Faculty recognition of Falvey Memorial Library for being this year’s “University Library” recipient of an Excellence in Academic Libraries Award from the Association of College & Research Libraries (a division of the American Library Association): <http://www.ala.org/acrl/awards/achievementawards/excellenceacademic>).

**RESOLUTION**

**WHEREAS,** the faculty of Villanova University consider the library and its resources to be a cornerstone of an institution of higher learning; and

**WHEREAS**, the mission and function of libraries are in constant evolution, especially with more and more information delivered electronically; and

**WHEREAS,** charting a course for a university library requires sound stewardship of existing resources coupled with a vision for the future, with respect to procurement and management of materials and physical space; and

**WHEREAS,** Falvey Memorial Library was recently named this year’s “University Library” recipient of an Excellence in Academic Libraries Award from the Association of College & Research Libraries (a division of the American Library Association);

**Be it therefore RESOLVED** that, on behalf of all faculty members of Villanova University, the Faculty Congress of Villanova University does hereby commend the staff members of Falvey Memorial Library for their sustained commitment to furthering the academic mission of Villanova University, and does hereby congratulate them on this well-deserved honor.

**Adopted** **Unanimously** by the Faculty Congress of Villanova University, 12 March 2013.

**RESOLUTION**

**WHEREAS,** the faculty of Villanova University consider the library and its resources to be a cornerstone of an institution of higher learning; and

**WHEREAS,** the mission and function of libraries are in constant evolution, especially with more and more information delivered electronically; and

**WHEREAS,** charting a course for a university library requires sound stewardship of existing resources coupled with a vision for the future, with respect to procurement and management of materials and physical space; and

**WHEREAS,** Joseph P. Lucia has served admirably as University Librarian and Director of Falvey Memorial Library since 2002;

**Be it therefore RESOLVED** that, on behalf of all faculty members of Villanova University, the Faculty Congress of Villanova University does hereby thank Joseph P. Lucia for his numerous contributions to the academic culture of the University, and does hereby wish him well in all future endeavors.

**Adopted** **Unanimously** by the Faculty Congress of Villanova University, 12 March 2013.

The Plenary adjourned.

Respectfully submitted,



Edwin L. Goff, Secretary

**Villanova University**

**Benefits Committee**

**Report to Faculty Congress**

To: Seth Widden, Faculty Congress chair, *pro tem*

From: Lyn DeSilets, Benefits Committee chair

Date: March 12, 2013

Committee Membership: Tina Cellucci, Charlie Cherry, Mike Hones, Q Chung, Lyn DeSilets (Chair), Ray Duffy (HR), Ellen Krutz (HR), Debbie Fickler, Neil Horgan, Bijan Mobasseri, Bob Morro, Diane Mozzone, and Kevin Noller

The committee is appointed by and serves at the pleasure of the President to be advisory to

Human Resources. It provides a vehicle for the staff and faculty of the university to have a voice

in decisions relative to university benefits. The committee usually meets twice a year (more

frequently as necessary).

Mercer, the benefits consultant for HR, has staff at the meetings.

At our December meeting we:

* reviewed the results of FY 2013 open enrollment
* discussed
  + the Personal Health Assessment & Health Screening Campaign
  + the wellness campaign in the university
  + the current status of Health Care Reform (HCR)
  + plans for open enrollment, and
  + Total Rewards Statements that will be available in March (hardcopy and online portal) for employees to see what the total value of their salary and benefits.

The following is a summary of the discussion relative to HCR.

The Patient protection and Affordable Care Act has now become law. There are significant implications for employers. Not all the details are currently available. Short and long-term provisions, as understood today, were outlined. The initial phases of the law are mostly administrative. In 2014 – 2018 a greater impact will be felt by VU because of the financial effects. A model developed by Mercer using VU’s current plan designs, rates and census information was shared. The federal government has standardized the definition of FT employment for benefits purposes. Reinsurance fees (taxes) will take effect in January 2014. Fees are estimated to be $63/member/year. VU currently has 3,900 members enrolled = $246,000. A summary of the financial implications for VU for 2014 to 2018 was shared. Because our plan would be considered a ‘Cadillac plan” a projected excise tax liability could be $1.4M. Several steps that can be considered to minimize the impact of the tax were reviewed.