**Faculty Congress Meeting**
Monday, April 9, 2001
4 PM The Cinema
Connelly Center

Present: Moeness Amin, Wayne Bremser, Walter Brogan, Lillian Cassel,
Sohail Chaudhry, Walter Conn, Gertrude Graves, Michael Hones, Edward
Jaworowski, Janice Knepper, Edward Kresch, Robert Langran, Howard Lurie,
Susan Mackey-Kallis, Emmet McLaughlin, Robert Murray, Douglas Norton,
Julia Paparella, Gaile Pohlhaus, Evan Radcliffe, Rex Saffer, Joseph
Schick, Nancy Sharts-Hopko, Janice Sipior, Harry Strack, Robert Styer,
Rodger Van Allen, Burke Ward, and Joyce Willens.
Absent: Linda Copel (nia), Rick Eckstein, Edwin Goff, Karyn Hollis,
Jeffrey Johnson, James Klingler, Kenneth Kroos, Philip McLaughlin (nia),
and Peter Zaleski (nia).

Agenda:
I. Minutes
II. Announcements
III. Committee Reports
IV. Motion from the Salary, Benefits, and Terms and Conditions of
Employment Committee
V. Topic for discussion from the Salary, Benefits, and Terms and
Conditions of Employment Committee
VI. Proposed Performing Arts Center
VII. New Business

I. Minutes
Dr. Langran, chair, called the meeting to order at 4:00 P.M. Janice
Knepper moved and Edward Kresch seconded the motion that the minutes be
approved. The vote was unanimous.

II. Announcements

The results of the voting on the acceptance of the new Faculty Congress
Constitution were as follows: Yes: 109, No: 2, Abstaining: 4.

A few faculty members brought up the privacy factor on internet voting.
Lowell Gustafson said that all future elections will employ a password
for confidentiality.

The purpose of the Faculty Congress has been put on the Faculty Congress
Web Page.

The Faculty Congress has been asked to cosponsor two events with AAUP;
one to discuss curricular changes for Arts & Sciences part-time
students, and a second event to follow up on discussion dealing with
Friday evening, weekend and summer teaching.

There will be a meeting of the Executive Committee on May 2 at 2 pm.
The purpose of the meeting is to make appointments to the University
Senate committees for next year. Schedules for next year’s Executive
Committee meetings will be set up in advance.

The dates for next year’s Faculty Congress meetings are as follows:
Tuesday, October 2
Monday, December 3
Tuesday, January 29, 2002
Monday, March 18
Tuesday, April 9

All meetings will be held at 4 pm in the Radnor-St. Davids Room,
Connelly Center.

Dr. Langran requested that members present from the Academic Policy
Committee stay for a short meeting to elect a chair for the Faculty
Congress Academic Policy Committee.

Committee Reports:
Committee on Faculty:
Burke Ward reported on the actions of the Committee on Faculty. Rick
Eckstein has agreed to chair a subcommittee dealing with the Lindback
Award. The committee plans to start in September. There are many
issues, and it is hoped to finalize a process that most people should
agree upon. The VPAA has requested comments from the Committee on
Faculty on Rank and Tenure policy. Burke also mentioned that the Committee on VPAA Assessment has been formed, chaired by Phil McLaughlin.

Harry Strack brought up the subject of definition of terms in the
faculty contract. Jim Bergquist has finished a report concerning
financial exigencies and has given it to the VPAA.
Joyce Willens mentioned that the VPAA has convened a special group to
study distance learning which has met once and which will meet again in
a couple of weeks.

Academic Policy Committee:
There was nothing to report at this time.

Retirement Committee:
Roger Van Allen stated that they are close to achieving what ought to be
an agreement on the window plan.

IV. Motion from the Salary, Benefits, and Terms and Conditions of
Employment Committee: That the University budgets state the amounts
budgeted for general faculty salary increases separately from amounts
budgeted for salary adjustments. These adjustments include market,
equity, promotion and all other non-annual salary adjustments.
Further, administrators are expressly prohibited, by any means or
methods, from using moneys budgeted for general salary increases for
salary adjustments.

There has been considerable correspondence between Dr. Johannes and Dr.
Langran on the aforementioned motion. The VPAA commented that passing
resolutions without meeting first with administration leads to an
adversarial position; he would much prefer cooperation. The VPAA’s
suggestion is that rather than state a resolution, putting forth a
position statement would be less confrontational and would open the door
to necessary communication. The issue at hand is to list two line items
in the budget, one for general salary increases and another for
adjustments. The general discussion that followed highlighted the
diversity within departments regarding faculty merit increases. Michael
Hones commented that the committee was formed after the budget process
was started and had virtually no input this year.

VI. Proposed Performing Arts Center
Fr. Peter Donohue, who was scheduled to talk about the proposed
Performing Arts Center, arrived to present his report, resulting in a
slight rearrangement of the agenda.

Fr. Donohue said that the Theatre Department’s proposal is based on a
self-study within the Theatre Department. The first step is to answer
the needs of the students. The present seating capacity of Vasey Hall
(185) is inadequate and provides very limited opportunity for many
groups on campus requesting performance space. He envisons a facility
with two theatres with a combined seating capacity of 400-500. He
emphasized that at present there is no architectural plan.
Architectural firms are being interviewed at this initial stage.
(Gertrude Graves noted that the Core English Department’s only source of
information about the Center was from the Villanovan, which according to
Fr. Donohue, was essentially inaccurate.)

V. Topic for discussion from the Salary, Benefits, and Terms and
Conditions of Employment Committee:
Faculty may not be assigned to Friday evening, Saturday, Sunday, or
Summer courses without their express consent. Further, faculty
accepting these assignments shall receive additional compensation in the
form of cash payment or/and compensatory load release time. This motion
shall not apply to faculty specifically hired to teach during the above
stated time periods.

Burke Ward stated that this is a very complicated issue. Within C&F
current adjuncts function as 24/7 employees. Faculty members have no
say regarding assignments and receive no additional compensation. From
the viewpoint of the University, it needs additional programs to respond
to market interest, which must be staffed. The burden has increased but
not faculty salaries. There is a need to progress; how do you staff the
progress. There should be some additional benefit to the faculty
member. Summer is eventually going to be used. Presently faculty are
assigned with no additional benefit. Other problems involve off-site
courses, academic policy, and distance learning courses, which take more
time. Janice Knepper pointed out that there are different issues for
different disciplines; it is hard to devise a fair program across the
board.

VII. New Business:
The Lindback Award came up for discussion. It is felt that a plan needs
to be implemented that crosses colleges. The Committee on Faculty will
be asked to look into it.

The meeting adjourned at 5:40 pm

Respectfully submitted,

Robert Langran
Chair