Minutes for the Faculty Congress meeting of December 3, 2001. --------------------------------------------------------------------- Minutes of the Faculty Congress Monday, December 3, 2001 4:00 pm Radnor-St. Davids Room The Connelly Center Present: Moeness Amin, Walter Conn, Linda Copel, Gertrude Graves, Lowell Gustafson, Edward Jaworowski, Jeffrey Johnson, Edward Kresch, Robert Langran, Chair; Howard Lurie, Susan Mackey-Kallis, Philip McLaughlin, Douglas Norton, Julia Paparella, Evan Radcliffe, Nancy Sharts-Hopko, Robert Styer, Rodger Van Allen, Burke Ward, Joyce Willens, and Peter Zaleski. Absent: Elaine Beletz, Wayne Bremser, Walter Brogan, Lillian Cassel (NIA), Sohail Chaudhry (NIA), Rick Eckstein, Edwin Goff, Karyn Hollis (NIA), Michael Hones, James Klingler, Janice Knepper, Kenneth Kroos, Emmet McLaughlin, Robert Murray, Rex Saffer (NIA), Joseph Schick, Janice Sipior, and Harry Strack (NIA). Dr. Langran called the meeting to order at 4:10 p.m. He welcomed Lowell Gustafson back as a member of the Faculty Congress. Bob DeFina has turned in his resignation due to increased duties in C&F. Announcements: Motion: Faculty Membership on Administrative Planning and Budget Committee (APBC) The motion was made at the October 2 meeting requesting at least two full time faculty members be selected (to be determined by the Faculty Congress) for full membership on the APBC (formerly the UPBC). As a compromise to direct representation, the VPAA has agreed to meet with representatives of the Faculty Congress prior to the APBC meetings to review the agenda. Peter Zaleski and Fred Dellva agreed to be the representatives. The VPAA has also agreed with the proposal put forward at the recent Executive Committee meeting that two additional members of the Faculty Congress should be added to the meeting. Susan Mackey-Kallis and Lowell Gustafson have agreed to serve. New Study Abroad Tuition Policy: The VPAA stated that the problems in the new study abroad directive for tuition remission students will be handled by the University Benefits Committee. Lowell Gustafson plans to attend the next meeting of that committee. Proposed Change in E-Mail Policy: The new e-mail policy was voted down by the VP Council. Governance: Bob Langran and Harry Strack met with the VPAA and Helen Lafferty to discuss goal attainment issues. The rejection of the two-line budget item on faculty salaries is an example, as is the lack of membership on the APBC. The question is raised: is the governance structure working or not? Dr. Langran reminded the members of the Executive Board to give him their spring semester teaching schedules so he can set up the dates for next semester's meetings. Committee Reports Academic Policy Committee: A second meeting has been called but faculty members have not met on their own. Committee on Faculty: Burke Ward thanked Jeff Johnson and Walt Brogan for their work on critiquing the proposed e-mail policy, which was later voted down by the VP Council. In preparation for a forthcoming meeting with the VPAA, Burke intends to discuss the following issues: 1) Salary and percentage increase, salary allocation and disclosure and the merit process: Should there be a university-wide system? 2) Medical benefits: There has been an erosion in coverage over the past 10-11 years. Although the carrier has remained the same, it is not the same plan. The faculty need access to the contracts and numbers. 3) Summer contracts: The University seems to be moving to a contigent contract arrangement, thereby shifting risk to the faculty member. This is especially noticeable when surveying summer contracts and the scheduling of Friday night and Saturday classes. Are there parameters to the teaching week? Lindback Award: Rick Eckstein has almost completed the criteria for the Lindback award. Salary and Benefits Committee: Peter Zaleski has met with the VPAA on cost of living adjustments. One thorny issue is the establishment of a rate of inflation for the year. The Elections and Credentials Committee had nothing to report. Retirement Committee: Rodger Van Allen reported that the retirement plan is almost "across the finish line." Bob Langran requested that the committees get their material to the Faculty Congress to discuss at the meetings. Father Dobbin took time out from a very busy schedule, which included the Christmas Tree Lighting Ceremony, to attend our meeting. He thanked the Faculty Congress for what it is doing for the University and stated that even though he is committed to the administrative side, he wanted to make clear how important he regards the faculty's distinct role in governance. He strongly urged the Congress to utilize the committee process. He is convinced that groups are only as good as their committee structure, where most of the work is done, and effectiveness will come precisely from the informal contacts made in committee structures. Fr. Dobbin next addressed the concerns raised by the hiring for mission document. He reiterated his commitment to an Augustinian Catholic University distinctiveness; that what we are about is more than the religious dimension. Regarding the early retirement policy: in place is a process of significant interaction, such as the commitment made by the VPAA to meet faculty, to provide plenty of opportunity to discuss the issues. The real challenge is how the faculty will get involved in the decision process. Fr. Dobbin referred to the APBC, and while not speaking directly to the request for representation, he said the job of the APBC is basically to pull together planning and budgeting for the university for his approval. He honestly believes if we would capitalize on the opportunities provided we would have plenty of information. Fr. Dobbin then asked for questions from the floor. Susan Mackey-Kallis inquired about the Capital Campaign. Fr. Dobbin sees the present economic climate as not affecting commitment to the University, and he is optimistic that it will be a success. Nancy Sharts-Hopko asked about the endowment. Fr. Dobbin said the University is making strides to reach the accepted endowment figure and is getting closer to the goal each year. Susan asked about the proposed Performing Arts Center, which Fr. Dobbin looks upon as a good opportunity for a prospective donor. Fr. Dobbin added that the Law School is poised to move but no site has been chosen. Dr. Langran sincerely thanked Fr. Dobbin for his interesting and informative talk. Regretfully, Father left for the Tree Lighting Ceremony and could not join the group for the social which followed. The meeting adjourned at 5:15 pm. Respectfully submitted, Robert W. Langran, Chair