**Meeting of the Villanova University**

**Faculty Rights and Responsibilities Committee**

Wednesday, October 5, 1:30-3:00, Mendel 103

Minutes

Present: Aronte Bennett, Alice Dailey (Chair), Angela DiBenedetto, Mirela Damian, Rory Kramer, James Peyton-Jones, Catherine Warrick, Mark Wilson, Rosalind Wynne, Craig Wheeland (ex officio)

Not in Attendance: (NIA) Sohail Chaudhry, Diane Ellis, Ruth Gordon, Quinetta Roberson (sabbatical), Jennifer Ross

The meeting was called to order at 1:30. After approving the minutes from our last meeting, we addressed the following issues:

1. Changes to Faculty Handbook Grievance Procedure

The committee discussed proposed changes to the grievance procedure to clarify the two types of grievances that are possible under the current academic hierarchy and the process for addressing them. Specific changes and points of discussion:

1. As written, the current process dictates that one appointment to the Grievance Committee be made by the University Senate, one by the President, and one by Faculty Congress. The new policy specifies that one appointment will be made by President and two by the Chair of Faculty Congress.
2. The current process does not cover grievances against the Provost’s office. The proposed policy updates accommodate this kind of grievance.
3. The current policy only covers tenured faculty members. The committee agreed that it should extend to all faculty members. (It has since been noted that adjunct faculty fall under a separate handbook with its own grievance procedure, so the policy will be amended to cover all full-time faculty rather than all faculty or only tenured faculty.)
4. Promotion/Advancement Ladder for FTNTT faculty

The committee sees a number of reasons for establishing a promotion ladder for FTNTT faculty, including the need to formalize the seniority of long-serving FTNTT faculty members; to offer an advancement structure that recognizes the teaching, service, and scholarly accomplishments of FTNTT faculty; and to preserve the institution of tenure by ensuring the visibility of the university’s reliance on non-tenured faculty. A subcommittee will explore FTNTT promotion models in place at other universities and begin work on a proposal for Villanova.

1. Current protocol for selecting academic deans and potential changes to increase inclusivity on selection committees

As the representative to the FRRC appointed by the Provost, Dr. Craig Wheeland submitted several potential procedure changes that would address the gender inequity of faculty-elected membership on recent academic dean search committees. Two changes favored by the committee are:

1. Amending the policy so that the Provost can make up to two appointments specifically aimed at ensuring diversity on dean search committees.
2. Revising the preamble to the search procedure to foreground the obligation of all participants to ensure diverse committee appointments, from faculty members involved in electing search committee members to chairs and up.

The committee expressed concern that these policy updates encourage rather than mandate diversity. However, no satisfactory alternative was reached that would not compromise faculty autonomy in electing representatives. Craig and Alice will draft an amended procedure to be discussed at the next meeting.

1. Potential clarifying changes to the procedure for selecting department chairs

In the last minutes before the meeting ended, we quickly discussed changes to the procedure for selecting academic chairs, which currently calls for department members to rate candidates as “Acceptable” or “Unacceptable” but has no other provisions for expressing preference of one candidate over another. Further, it is not clear from the current procedure when department members are notified of the outcome of their vote. Craig and Alice will draft an amended procedure to be discussed at the next meeting.

1. Bringing new faculty under contract before orientation

We ran out of time for this agenda item and will address it at the next meeting.

The meeting was adjourned at 3:00 p.m.

Members of the FRRC: Aronte Bennett, Sohail Chaudhry, Alice Dailey (Chair), Mirela Damian, Angela DiBenedetto, Diane Ellis, Ruth Gordon, Rory Kramer, James Peyton-Jones, Quinetta Roberson, Jennifer Ross, Catherine Warrick, Mark Wilson, Rosalind Wynne, Craig Wheeland (ex officio when FRRC is acting in its role as a University Senate committee )