**Faculty Rights and Responsibilities Committee**

**Report to Faculty Congress**

April 10, 2017

At our recent meeting on April 10, FRRC conducted the following business:

1. Compensation for new faculty orientation

Dr. Craig Wheeland and Mr. Tim Hoffman presented an outline of new initiatives that they have developed, in conjunction with FRRC, to support the transition of new faculty to Villanova. This includes a $1000 stipend for attendance at new faculty orientation, to be paid in a check on August 31 (rather than delaying new faculty members’ first paycheck until September 30). In the employment packet they receive from the university, new faculty will be offered a payroll advance, also to appear in the August 31 check, to help ease the financial hardship that some experience in transitioning to Villanova. Further, although new faculty have historically been covered informally under Workers’ Comp, they will now be covered formally under the plan due to an earlier employment start date of August 15. FRRC approved these initiatives, which will need to be budgeted over the coming year so that they can be offered beginning 2018-2019.

Dr. Wheeland and Mr. Hoffman also noted that they are continuing work on a plan to improve faculty start-up packages—including enhancing summer support and relocation reimbursement—to keep pace with peer institutions.

1. Report from FTNTT promotion task force

Dr. Mark Wilson, along with guest Dr. Mary Kelly, presented a draft of a promotion policy for FTNTT faculty that they have developed with a faculty task force convened for this purpose. The committee agreed that the task force had created an excellent draft, which was circulated in advance of our meeting. We had a robust conversation about elements of the proposal, including titles for FTNTT faculty at various stages in the promotion ladder, evaluation procedures for promotion, and a transition plan for moving to the new system. The task force will incorporate feedback from the committee as they continue work on the proposal.