

Meeting of the Villanova University Faculty Rights and Responsibilities Committee

Wednesday, March 20, 2024, 3:00PM – 4:00PM, Zoom

Minutes

Present: Theodoros Arapis, Farshid Baghai, Aronte Bennett, Cheryl Carleton, Samantha Chapman, Joe Drury, Ann Juliano, Michelle Kelly, Amanda Knecht (chair), Jennifer Ross

The committee met via Zoom and conducted the following business:

Equitas Committee request:

- Aronte informed FRRRC of the Equitas Committee's desire to have anonymous, aggregate trend data from the CTAS diversity questions made available to them.
- The committee wants to use the data to help colleges develop programs and trainings to address common problems that come up.

FCN Promotion Committees:

- Michelle and Jen met with the dean of FCN and have started a working group.
- A plan for a first-level review committee will be presented to the college at their faculty meeting on MAY 13 with a goal of changes happening in the fall of 2024.

Grievance Chart Updates:

- Sam Chapman has met with Alice and Meg twice to work on the flow char, and this is still in progress.
- There should be a separate chart for rank and tenure grievances.

FRRRC's responsibility to create a dismissal committee:

- Amanda talked to Meg and learned that FRRRC has had to create such a committee in the least 10 years. That committee was made up of all CLAS faculty and was created on the spot.
- Meg suggests that FRRRC choose a litigator from the Law School to be one of the members. We also think that if we do have to form a committee, FRRRC should consult with the ombuds for guidance.
- As our lawyer in the group, Ann suggests that all faculty ask the university for legal representation before they agree to be on any sort of grievance committee.