**Meeting of the Villanova University**

**Faculty Rights and Responsibilities Committee**

Wednesday, October 26, 1:30-3:00, Mendel 103

Minutes

Present: Aronté Bennett, Sohail Chaudhry, Alice Dailey (Chair), Angela DiBenedetto, Mirela Damian, Ruth Gordon, Rory Kramer, James Peyton-Jones, Jennifer Ross, Mark Wilson, Rosalind Wynne, Craig Wheeland

Not in Attendance: (NIA) Diane Ellis, Quinetta Roberson (sabbatical), Catherine Warrick, Craig Wheeland (ex officio)

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

1. FTNTT promotion ladder sub-committee

Dr. Mark Wilson has agreed to lead a sub-committee that will explore possible options for a promotion ladder for FTNTT faculty. Sub-committee members will include Dr. Jennifer Ross and one FTNTT representative from Faculty Congress.

1. Changes to Faculty Handbook Grievance Procedure

The committee approved several elements of the new Grievance Procedure draft and identified several other elements that need further clarification. We will continue to revise this procedure until all concerns have been addressed.

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

FRRC approved suggested changes to this policy with minor mechanical corrections.

1. Changes to the procedure for selecting department chairs

The committee discussed outstanding issues related to the chair selection procedure. We will continue to work on revisions that allow for both rank-ordering of candidates and a vote of Acceptable/Unacceptable and clarify the procedure for informing department members of the outcomes of their vote.

1. Changes to Faculty Handbook non-discrimination statement

In response to the suggestion of faculty members, the committee agreed that we would like to add to the handbook statement on faculty recruitment language that forbids questioning job candidates about gender identity, sexual orientation, or parental status. Further, we will add language that expands the current proscriptions beyond directly questioning the candidate, as department deliberations should not include discussion of these matters either. The revised statement will clarify the concern is discrimination, not affirmative action. We are working with the Provost’s office to standardize such statements across all university documents.

Additionally, the committee expressed interest in developing a post-interview survey of job candidates that would solicit information about their experience of seeking employment with Villanova. The survey would be aimed in particular at finding out whether the candidate was asked any inappropriate questions or subjected to any off-limits conversation. The committee will pursue ways to initiate this survey program.

1. FRRC involvement in the development of research policy

We did not have time for this agenda item.

The meeting adjourned at 3:00.

Members of the FRRC: Aronté 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 )