**Meeting of the Villanova University**

**Faculty Rights and Responsibilities Committee**

Wednesday, December 7, 2016, 1:30-3:00, Mendel 103

Minutes

Present: Aronté Bennett, Sohail Chaudhry, Alice Dailey (Chair), Angela DiBenedetto, Mirela Damian, Diane Ellis, Ruth Gordon, Rory Kramer, James Peyton-Jones, Jennifer Ross, Mark Wilson, Catherine Warrick, Craig Wheeland (ex officio)

Not in Attendance: (NIA) Rosalind Wynne, Quinetta Roberson (sabbatical)

The meeting was called to order at 1:30. After approving the minutes for the October 26 and November 15 meetings, the committee conducted the following business:

1. The Committee approved changes we have been working on to the Faculty Handbook’s procedure for selecting department chairs and the Grievance Procedure.
2. Bringing new faculty under contract before orientation

This agenda item was introduced at our first meeting of the year. Our discussion addressed four concerns. The committee will pursue possible ways to address these concerns by inviting Tim Hoffman, Assistant Vice Provost of Finance and Administration, to our next meeting to discuss this from a budgetary and contractual point of view.

1. Developing post-hiring survey program

The committee is interested in developing a survey program that would ask job candidates who interviewed at Villanova about their experience, especially as pertains to interview questions that are potentially discriminatory. We have also discussed a post-hiring survey program that would ask Villanova faculty about the conduct of their hiring process during a given faculty search. The aim of these programs would be to improve our hiring practices in this area, an aim that is coherent with current work in the offices of the Provost and of Diversity and Inclusion to enhance the inclusivity of our hiring. The committee has not yet resolved questions about who would be privy to the results of such surveys or what, specifically, would be done with them. These issues require further consideration. Discussion of these programs will continue at our next meeting.

1. Formation of sub-committee on FTNTT promotion

As this committee is being formed, interest has been expressed from deans that all colleges be represented on it. What was initially envisioned as a sub-committee of the FRRC is now being expanded to include non-FRRC and, potentially, non-FC faculty from all four colleges. Dr. Craig Wheeland will share with the sub-committee several preliminary ideas he developed on this issue a few years ago.

1. Retirement benefits

Several concerns about changes to retirement benefits have come from faculty to FC and FRRC in recent months. FRRC will be exploring how to address these concerns. Dr. Craig Wheeland shared some general information about upcoming changes to retirement benefits.  These changes are described in the Steady State plan now found in the Full-Time Faculty Handbook.  He also reported work is underway to draft a proposal to replace the Steady State plan.  Once the draft proposal is ready he will share it with the FRRC.

1. Formation of sub-committee on faculty advocacy

The committee is concerned about the lack of guidance offered in the current Faculty Handbook for faculty who have been subject to student harassment, misconduct, or complaints. Some of the information that is pertinent to such incidents is in the Student Handbook, which is not binding for faculty and is not a customary resource for faculty seeking to manage student misbehavior. It is the opinion of the committee that more of this information should be in the Faculty Handbook. We will be working next semester to propose appropriate changes.