

**Meeting of the Villanova University
Faculty Rights and Responsibilities Committee**

Friday, November 22, 2019, 8:30-10:00 a.m., Driscoll 223

Minutes

Present: Aronté Bennett, Samantha Chapman, Alice Dailey (Chair), Melissa Hodges, Erasmus Kersting, Margaret Lyons, James Peyton-Jones, Jennifer Ross, Craig Wheeland (ex officio), Mark Wilson

Not in Attendance: Sohail Chaudry (NIA), Michele Pistone (NIA)

I. Proposed Changes to Faculty Handbook:

- a. The committee discussed changes we wish to propose to University R&T. These would place two-term limits on University R&T committee members and bar faculty serving in administrative positions (Associate or Vice Dean and above) from being elected to faculty seats on University R&T. The committee approved the proposal and will send it to the Provost's Office.
- b. The committee discussed our proposal for term limits for department chairs. We had a robust discussion about the rationale for such a proposal, particularly how such a policy would ensure that the work of chairing departments is shared among department members and how it would better support a research culture. The committee approved the proposal and will send it to the Provost's Office, along with a detailed rationale.
- c. The committee discussed concerns that have come to us about faculty who come to campus to work and participate in departmental business during Parental Leave. Some faculty worry that this practice casts those who are unable to work on campus during Parental Leave (because of parenting duties) in a negative light. We talked through possible approaches to this question and ultimately decided to table it for the time being due ambiguities in the concerns that have been raised and a desire not to over-regulate faculty.

II. Lindback Award: college proportions and term limits

The committee revisited the discussion from our previous meeting about term limits to Lindback Committee members and about how to best ensure that the proportion of Lindback Awards given to each college are roughly proportional to the percentage of undergraduate courses taught in each college. We opted to remove the recommendation for term limits due to a concern with populating the Lindback Committee. We will be requesting from the Lindback Committee their suggestions for how to address the proportionality question.

III. Faculty profile

Following up an earlier request from FRRC, Craig Wheeland joined us with a slide presentation titled “The State of the Faculty,” which describes the full-time faculty at Villanova in terms of gender, race/ethnicity, and employment status (FT, CNT, and faculty administrators). The presentation also details the breakdown of course taught by full-time vs. adjunct faculty across the university and by college. Dr. Wheeland reiterated the Provost’s recent message in meetings with Faculty Congress leadership that the faculty hiring associated with the new Strategic Plan will aim to maintain current proportions.