

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

Friday, September 7, 2018, 2:00-3:30, Driscoll 223

Minutes

Present: Samantha Chapman, Alice Dailey (Chair), Angela DiBenedetto, Calvin Li, Erasmus Kersting, Margaret Lyons, James Peyton-Jones, Michelle Pistone, Jennifer Ross, Mark Wilson

Not in Attendance: Aronté Bennett (NIA), Sohail Chaudhry (NIA), Melissa Hodges (NIA),

The meeting was called to order at 2:00. The main objectives of the meeting were to discuss with the committee several issues that had been brought to our attention in the opening weeks and to resume work on projects from last year.

I. Changes and clarifications to Rank and Tenure Policy

The Chair presented several issues that have arisen with regard to the Rank and Tenure Policy, most being points of clarification. These issues have come to the committee via the Provost office's discussions with University R&T members after the completion of last year's review cycle and from faculty who have participated at various levels in the rank and tenure process. The committee suggested several points that the Chair will follow up with Dr. Craig Wheeland, Vice Provost for Academic Affairs.

Among other recommendations, the committee agrees that term limits should be imposed for the University R&T committee and suggests that rotation of this body be ensured by compensating this taxing and important faculty labor in the form of stipends or teaching releases.

One issue that generated significant discussion had to do with greater transparency about R&T decisions, especially trends that might be observed by studying R&T data across multiple years. The committee agreed that the privacy of negative R&T decisions must be protected but voiced strong support for receiving this kind of data, which we cannot currently access. Suggested points of interest include the breakdown of successful and unsuccessful tenure cases by gender and race, rates in which decisions between the departmental, college, and university committees disagree, and trends among particular colleges. The committee respects the concern that the wide availability of such information may have a detrimental effect on future tenure decisions—for example, by persuading faculty assuming appointments on R&T that we are not producing enough negative decisions. The committee recommends that such data be shared with FRRC for the time being, until we can more fully assess how such information would be released to either Faculty Congress or the faculty more generally and who would have the prerogative of framing that information upon its release.

On the issue of transparency, the committee also suggested that data be made available about what departments and colleges are hiring, what tenure lines are being created, and when tenure lines are being shifted between departments.

II. Update on proposed Retirement Policy changes

The Chair reported that a focus group was formed last spring to respond to proposed changes in the Retirement Policy but that this group did not complete its work. She will follow up with them and bring this project to a conclusion.

III. Update on CNT Promotion Policy implementation

Having received updates from the Provost's office, the chair informed the committee that the implementation plan for the new CNT Promotion Policy is still being finalized. She was happy to report to the committee that raises for CNT faculty will be identical to those of TT faculty who are promoted to Associate or Full, and that CNT faculty who successfully apply for Full during this first cycle will be given the full \$11,000 raise they would receive if they had gone through an interim promotion to Associate. Committee members expressed a desire for administration to hold information sessions for CNT faculty seeking promotion just as it does for TT faculty.

IV. Student Misconduct Policy

The committee received edits from the Provost's office to the proposed Student Misconduct Policy, a project initiated by last year's FRRC. We had some concerns about the changes suggested by General Counsel. The Chair will follow up on these concerns by proposing a meeting between Dr. Wheeland, General Counsel, and members of the FRRC.

The meeting adjourned at 3:30.