

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

Thursday, February 28, 2019, 3:30-5:00, Mendel 103

Minutes

Present: Samantha Chapman, Sohail Chaudhry, Alice Dailey (Chair), Angela DiBenedetto, Melissa Hodges, Erasmus Kersting, Margaret Lyons, James Peyton-Jones, Michelle Pistone, Jennifer Ross, Mark Wilson, Craig Wilson (ex-officio)

Not in Attendance: Aronté Bennett (NIA), Angela DiBenedetto (NIA), Calvin Li, Margaret Lyons (NIA), Jennifer Ross (NIA)

The meeting was called to order at 3:30. The committee conducted the following business:

I. Changes to Class Attendance Policy

Craig Wheeland presented suggested changes to the Class Attendance Policy in the Faculty Handbook to allow for legally required absences. This change has been necessitated by faculty questions about what policy such absences fall under. These absences include jury duty, court appearances, and short-term military service. The committee unanimously approved the change.

II. Recommendations to FC to study university policies and handling of sexual harassment complaints

Following earlier discussion of this issue in January, Samantha Chapman presented to the committee a set of recommendations to FC that the committee will make with regard to university policies and handling of sexual harassment complaints. As Chapman points out, many academic and scholarly organizations are recommending that university policies be revisited in the wake of the #metoo movement. The committee's recommendations to FC call for a joint exploration of these issues that includes Staff Council, Student Government, and Title IX Coordinators.

III. Changes to Rank and Tenure Policy

This discussion is a follow-up from one we had in the fall, in which the committee described a number of recommendations for changes in Rank and Tenure Policy that have been suggested by R&T committee members and faculty. Other changes had been recommended by the Provost. Wheeland presented changes that had been approved by the deans. Much of our discussion centered on what policies should be put in place for tenure and promotion of faculty who are hired at the rank of Associate Professor or above. While the committee appeared to agree in principle on what these procedures should look like, we found wording of them challenging. We will continue work on this and other changes to the Rank and Tenure Policy at future meetings.

The meeting adjourned at 5:00.