

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

Friday, October 5, 2018, 2:00-3:30, Driscoll 223

Minutes

Present: Aronté Bennett, Sohail Chaudhry, Alice Dailey (Chair), Angela DiBenedetto, Melissa Hodges, Calvin Li, Erasmus Kersting, Margaret Lyons, James Peyton-Jones, Jennifer Ross, Craig Wheeland (ex officio), Mark Wilson

Not in Attendance: Samantha Chapman (NIA), Michelle Pistone (NIA)

The meeting was called to order at 2:00. The committee conducted the following business:

- I. Approval of minutes from September 7 meeting
- II. Update on CNT Promotion Policy implementation

The chair notified the committee that some questions had arisen about the procedure for developing evaluation criteria for CLAS faculty associated with programs that do not currently have any full professors. The chair, Craig Wheeland, and Mark Wilson (chair of last year's Task Force on CNT Promotions) came up with a procedure whereby criteria will be developed in consultation with the dean and adjacent departments, as with last year's third-year review, and those departments will form committees for evaluating CNT promotion cases. This procedure has been agreed upon by the dean.

- III. Draft of Ombudsperson Proposal

James Peyton-Jones, a member of the committee and the FC Vice Chair, presented the current draft of a proposal for hiring Villanova's first faculty Ombudsperson. This proposal was begun last year by the former FC Chair and Vice Chair. Dr. Peyton-Jones explained the need for an Ombudsperson and the details of the policy and took questions from the committee. This policy was subsequently approved, with minor changes, by the Provost and will be voted on by FRRC via email.

- IV. Revisions to Harassment and Grievance Policy

The chair has recently received questions from faculty members regarding how harassment is handled at Villanova and how HR's policies for handling harassment intersect with the Grievance policy established in the Faculty Handbook. Having consulted with the FC Chair and Vice Chair, Craig Wheeland, and Michael Zubey (University Counsel), the chair clarified that HR handles any harassment complaints in which an individual claims harassment based on legally protected categories like race, gender, or disability. In cases where a faculty member files a harassment complaint that is not based on these categories,

the complaint is handled through the Grievance policy outlined in the Faculty Handbook. This redirection has to do with the rights accorded faculty under such circumstances—rights that do not apply to other categories of employment that are dealt with via HR mechanisms. The grievance procedure is a mechanism for hearing faculty harassment claims—a mechanism uniquely accorded to faculty members, who have rights exceeding those of other employees of the university. The HR and Faculty Handbook policies as written are confusing on this issue, and the committee will be working this semester to clarify them.

V. Changes and Clarifications to Rank and Tenure Policy

Craig Wheeland joined the meeting to discuss how we might standardize aspects of the Rank and Tenure policy that have to do with whether a faculty member's time in the rank of Associate Professor should be taken into account when evaluating applications for promotion to Full. This question particularly pertains to departments whose promotion standards establish a publication rate that faculty must meet. Publication rates—as opposed to overall production—build in time factors that may affect faculty who elect to serve in administrative positions, for example, or who experience personal circumstances that inhibit their scholarly productivity for a time. This conversation will continue in a subsequent meeting.

The meeting adjourned at 3:30.