

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

Friday, August 30, 8:30-10:00 a.m.

Minutes

Present: Sohail Chaudhry, Alice Dailey (Chair), Erasmus Kersting, Margaret Lyons, James Peyton-Jones, Michelle Pistone (NIA), Jennifer Ross, Mark Wilson

Not in Attendance: Aronté Bennett (NIA), Samantha Chapman (NIA), Angela DiBenedetto, Melissa Hodges

I. Review of agenda for the year that we set at our final meeting last spring

The committee discussed how to approach concern expressed by faculty about multiple levels of input from deans in the rank and tenure process. We will pursue this issue further by considering the composition of the University R&T committee, particularly with an eye toward how such committees are composed at peer institutions. One concern raised in our discussion was that department chairs don't get to vote at the college level, while deans get to vote at the university level, which creates a disparity between those two phases of the R&T process. The committee will seek information from the Provost's office about how often University R&T committee decisions dissent from college decisions.

II. Lindback Award review

This semester, FRRC will conduct a review of the Lindback Award process. The chair will solicit information from Lindback Committee members about the process, and a subcommittee of FRRC will review this information and report to FRRC about their findings. If necessary, members of the Lindback Committee will be invited to a FRRC meeting to discuss the process. FRRC will make recommendations based on this information-gathering and discussion.

III. Promotion of faculty marooned at Associate Professor

The Provost's office has asked the committee to consider how a promotion policy might be developed for tenured faculty who have occupied the rank of Associate Professor for a lengthy period due to administrative service. The committee concluded that we do not have enough information about whom such a policy would affect and what financial rationale may underlie the desire for such promotions. We agreed that any such policy should originate with the deans and Provost's office and then be forwarded to FRRC for deliberation.

IV. Changes to selection process for Department Chair

The committee unanimously approved a policy change proposed by the Provost that would remove the President as the final appointer of department chairs, a function that has historically been pro forma. The policy change leaves final approval to the Provost. The committee is considering proposing term limits for department chairs and will pursue this further in subsequent meetings. We also suggested that the deans' official evaluations of department chairs be shared with faculty.

V. CNT Voting in CNT hiring

Committee members present unanimously approved changes to the policy for hiring CNT faculty that we had submitted to the Provost's office at the end of the last academic year. The policy will grant CNT faculty the right to vote on CNT hires at or below their rank. The committee had remaining questions about whether hiring is happening in a uniform way across colleges—whether there are university-wide policies in place and, if so, whether they are being followed. The chair will pursue this question with the Provost's office.

VI. Faculty composition / CNT faculty voting for department chair

The committee returned to the issue of the overall composition of full-time faculty—percentage CNT vs. percentage TT—that was raised at the end of last year. Since the committee's last meeting in May 2019, Faculty Congress leadership met with the Provost's office to pursue this issue, among others. The Provost's office expressed strong commitment to a majority TT faculty (approximately 70%) but noted that it would be very difficult to make cross-departmental policy that would codify this target number, given the disparity in needs across different academic units. The committee will work with the Provost's office this year to attempt to make this overall TT/CNT composition official in some way.

On the issue of CNT faculty voting for department chair, the committee will pursue possible avenues for CNT faculty to have input into the process.