

Meeting of the Villanova University Faculty Rights and Responsibilities Committee

Wednesday, March 16, 2022, 9:00-10:00 AM, Zoom

Minutes

Invited Guests: Ann Juliano (Law School)

The committee met via Zoom and conducted the following business:

I. CNT Emeritus Vote

The voted on a proposal asking for a handbook change to allow CNT faculty to be eligible for the Emeritus title. The vote was a unanimous yes, and we will not send a formal proposal to the provost.

II. Discussion Items

- Ann Juliano from the Law school came to the meeting to give us an expert's opinion on the changes the university is making to the NDNH policy.
- We are continuing our task of creating some sort of flow chart to help faculty navigate the grievance policy. Sam Chapman and Amanda Knecht will meet with Craig Wheeland soon to discuss this.

III. Salary Adjustments

Many members of FRRC were contacted after the provost announced an upcoming major adjustment in faculty salaries. Some of the main concerns were:

- The opacity of the decision being made in a committee called by a dean is concerning.
- The shared intent of the monies being used to close existing gaps AND retain flight risk will, at times, be contradictory.
- If linked to merit, the distribution will further exacerbate gaps in community (rather than when compared to other campuses).
- Issues of equity across social identities should be addressed with the distribution.
- Strong recommendation that CLAS FC appoints a faculty colleague to the committee, particularly a colleague who brings both statistical expertise and a critical/equity-oriented perspective.
- That faculty representative (alongside CLAS FC) should press for as much transparency as possible in the college-level data sharing and deliberation process.
- There needs to be consideration of what responsibilities/duties/service are considered "meritorious" and how they are valued, which has important

implications for equity. For instance, many faculty (and disproportionately women and faculty of color) engage in more hidden labor that is often not captured in evaluation processes. This social process, called "equity work," has been well established in sociological literature across multiple organizational and institutional contexts over the past 30 years. If the committee does not include these types of considerations, this process will continue to reproduce inequities already present in the salary distribution among faculty.