

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

Wednesday, May 8, 11:00-1:30 p.m., Mendel 103

Minutes

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

Not in Attendance: Sohail Chaudhry (NIA), Calvin Li, Michelle Pistone (NIA)

The meeting was called to order at 11:00. The committee conducted the following business:

I. Voting for CNT Hires

The committee continued conversation begun this spring about voting for CNT hires. After some discussion and wordsmithing, the committee voted to recommend the following edits to the Faculty Recruitment Guidelines and Procedures, p. 7, under Recommendation to Hire, Department Recommendation, paragraph 1. The section on departmental vote currently reads:

After considering the candidates at a department meeting, the department's tenured and tenure-track faculty members, according to college and departmental procedures, vote on the acceptability of the candidates and provide a ranking. Normally, no candidate is to be recommended unless he or she has the positive support of a majority of the tenured and tenure-track faculty of the department.

Following deliberations, committee members present at the meeting unanimously voted to recommend the following in its place:

After considering the candidates at a department meeting, eligible faculty members vote on the acceptability of the candidates and provide a ranking. Tenure-track and tenured faculty are eligible to vote on all faculty hires. Faculty members who have held CNT positions for a minimum of three years and whose three- or five-year employment contracts have been renewed at least once may vote on CNT hires that are at or below the rank they currently hold. Normally, no candidate is to be recommended unless he or she has the positive support of a majority of the eligible voting members of the department.

It is our expectation that at which time in the future all CNT faculty will have either been hired through a national, committee-governed search or undergone the standardized, committee-based promotion process for CNT faculty now in place, FRRC will elect to extend voting eligibility in CNT searches to all CNT faculty for searches at or below their rank.

II. Agenda for 2019-2020 Academic Year

The committee discussed agenda items for next year. These include but are not likely to be limited to:

- Rank and Tenure procedures, especially as regards participation of deans and members of R&T committees at multiple levels of the R&T process
- appointment vs. election of program directors
- voting on CNT hires within programs (i.e., not in departments)
- urging faculty salary study
- promotion of long-serving faculty marooned at Associate Professor
- increasing transparency in harassment cases
- Lindback Award process review
- setting standards for proportions of TT and CNT faculty in departments
- CNT voting for department chairs

III. Discussion of CNT Voting for Department Chair

The committee continued its discussion about eligibility of CNT faculty to vote for department chairs. We agreed to issue a statement about the committee's current position on this question, its history, and what we intend to do next year in order to create conditions in which eligibility to vote for department chair could be extended to CNT faculty. (See statement.)

IV. Changes to Rank and Tenure Policy

The committee continued work with Craig Wheeland to make changes to the Rank and Tenure policy that have been suggested by faculty and deans. The most substantive changes thus far informally approved by the committee are:

- moving the date on which dossiers are due from candidates back slightly—to the first Monday after Fall Break—in order to give departments more time (this will not affect candidates going up for tenure or promotion in fall 2019)
- creating a standardized process for hiring senior faculty and bringing them to Villanova with tenure
- clarifying the service requirements for tenure
- clarifying that the expectations for promotion to Professor do not impose or imply a rate of scholarly productivity
- making teaching observation reports a required element of both CNT and TT applications for promotion to their respective Associate ranks and directing faculty observers to resources for writing effective observation reports
- allowing faculty—both those hired with credit toward tenure and those hired without—to petition to go up for tenure a year early
- clarifying that faculty hired as Professors of Practice need to have both academic credentials and professional experience pertinent to their appointment

The committee will continue work on the policy early next year and expects to have the updated policy in place for candidates applying for promotion and tenure in 2020.

The meeting adjourned at 1:30.