**Meeting of the Villanova University**

**Faculty Rights and Responsibilities Committee**

Wednesday, October 26, 1:30-3:00, Mendel 103

Minutes

Present: Aronté Bennett, Sohail Chaudhry, Alice Dailey (Chair), Angela DiBenedetto, Mirela Damian, Rory Kramer, James Peyton-Jones, Jennifer Ross, Mark Wilson, Rosalind Wynne, Catherine Warrick, Craig Wheeland (ex officio)

Not in Attendance: (NIA) Ruth Gordon, Diane Ellis, Quinetta Roberson (sabbatical),

The meeting was called to order at 1:30. We addressed the following issues:

1. FTNTT promotion ladder sub-committee

Dr. Mark Wilson has agreed to lead a sub-committee that will explore possible options for a promotion ladder for FTNTT faculty. Sub-committee members will include Dr. Jennifer Ross, Dr. Alan Pichanick, tenured representative from Faculty Congress.

1. Changes to Faculty Handbook Grievance Procedure

The committee approved several elements of the new Grievance Procedure draft and identified several other elements that need further clarification. We will discuss a new draft at our next meeting.

1. Current protocol for selecting academic deans and potential changes to increase inclusivity on selection committees

FRRC approved suggested changes to this policy with minor mechanical corrections. The changes foreground the necessity those participating at all levels of the process for appointing dean selection committees to aim toward inclusivity of historically underrepresented groups. The procedure now dictates that the Provost will use his appointments to dean selection committees to ensure inclusivity.

1. Changes to the procedure for selecting department chairs

The committee continues to work on clarifying the procedure for selection of department chairs.

1. Changes to Faculty Handbook non-discrimination statement

In response to the suggestion of faculty members, the committee agreed that we would like to add to the handbook statement on faculty recruitment language that forbids questioning job candidates about gender identity, sexual orientation, or parental status. Further, we will add language that expands the current proscriptions beyond directly questioning the candidate, as department deliberations should not include discussion of these matters either. The revised statement will clarify the concern is discrimination, not affirmative action.

Members of the FRRC: Aronté Bennett, Sohail Chaudhry, Alice Dailey (Chair), Mirela Damian, Angela DiBenedetto, Diane Ellis, Ruth Gordon, Rory Kramer, James Peyton-Jones, Quinetta Roberson, Jennifer Ross, Catherine Warrick, Mark Wilson, Rosalind Wynne, Craig Wheeland (ex officio when FRRC is acting in its role as a University Senate committee )