

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

Wednesday, March 11, 2020, 8:30-10:00 a.m., Mendel 103

Minutes

Present: Aronté Bennett, Samantha Chapman, Alice Dailey (Chair), Melissa Hodges, Erasmus Kersting, Margaret Lyons, Sohail Chaudry, James Peyton-Jones, Michele Pistone, Jennifer Ross

Not in Attendance: Mark Wilson (NIA)

I. Approving meeting minutes

The committee will be making corrections to and approving a series of meeting minutes via email.

II. Future FRRC Leadership

The chair solicited suggestions for potential candidates to chair FRRC beginning next year, after her term expires. Nominees would ideally be current members of the committee, current members of Faculty Congress, or past members of Faculty Congress.

III. Chair Elections

The chair described ongoing work by the Provost's Office to develop some clarifying language for the procedures that govern the election of department chairs. The committee anticipates receiving this language ahead of our next meeting.

IV. Chair Term Limits and General Service Issues

The chair relayed to the committee the Provost's and Deans' decision not to approve our proposal to impose term limits for department chairs out of concern for having competent faculty in this important role. The Provost's office will be suggesting language for the Faculty Handbook that posits two terms as the norm, with additional terms being served only under exceptional circumstances. The committee awaits receipt of this proposal from the Provost's office.

Given this development, the committee elected to return to the question of how to spread service more evenly across the faculty so that labor is more shared and a greater number of faculty acquire the skills to become competent faculty leaders. We also discussed, as we have in the past, the difficulty that administration and faculty governance often face when trying to fill service/committee positions. We discussed a number of possible models for reshaping the culture of service at Villanova, and we

ultimately agreed that both faculty and administration would benefit from an online system by which faculty annually report their service interests, aptitudes, commitments, and availability for different service roles. We will discuss this further at our next meeting with the aim of reaching some more concrete conclusions about how such a system would operate.

## V. Intellectual Property Policy

Dr. Amanda Grannas, Vice Provost for Research, joined us at 9:30 to present some matters related to the Intellectual Property (IP) Policy. Her presentation raised three issues:

1. Due to personnel changes and to the particular way that the IP policy developed over the past five years, there are currently differences between the policy as it is practiced and as exists in the Policy Library and how it appears in the Faculty Handbook. The Provost's office is asking that FRRC review the Faculty Handbook version of the IP policy and update it to conform with the Policy Library version. The committee will take this up at our next meeting.
2. The committee expressed concern that policy changes that happen in the way Dr. Grannas described—originating in other parts of the university and coming to FRRC as policy-already-in-place—is not a practice that should continue, as it compromises the committee's governance function. The chair will follow up by ensuring that Leyda Benitez, the university's compliance officer, visits one of our upcoming meetings to discuss the Policy Library.
3. Dr. Grannas informed the committee about questions that have arisen around ownership of digital humanities content, particularly content that is hosted by third-party vendors. In cooperation with faculty researchers, Dr. Grannas's office, the Library, and General Counsel are pursuing this issue, which will be presented to FRRC when it matures to the proposal stage. Dr. Grannas's expectation is that some changes will need to be made to the IP policy to account for emerging forms of scholarship that were not anticipated by the current policy. The committee does not expect to receive a proposal on this until the next academic year, at the soonest.