

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

Friday, January 18, 2019, 3:00-4:30, Driscoll 223

Minutes

Present: Aronté Bennett, Samantha Chapman, Sohail Chaudhry, Alice Dailey (Chair), Angela DiBenedetto, Melissa Hodges, Erasmus Kersting, Margaret Lyons, James Peyton-Jones, Michelle Pistone, Jennifer Ross, Mark Wilson

Not in Attendance: Calvin Li (NIA)

The meeting was called to order at 3:00. The committee conducted the following business:

I. Changes to Grievance and Harassment Policies

The committee concluded work begun last semester to clarify aspects of the Grievance and Harassment policies in the Faculty Handbook, namely by making explicit in what circumstances each of these policies apply and the rationale for their application. The committee unanimously approved the proposed changes, which will be forwarded to the Provost's office and General Counsel.

In the course of addressing these policies, one committee member has suggested that a more far-reaching review be made of these policies in light of the #MeToo movement and harassment accusations that have consequently affected colleges and universities across the country. Given the breadth of the concerns about harassment raised by groups like 500womenscientists and the National Academy of Sciences—concerns that potentially affect not only faculty but students and staff—the committee agreed that the matter should be brought to the Faculty Congress Executive Committee, who can decide how best to engage Staff Council, student leadership, and the university's Title IX officials in reviewing our handling of harassment charges, terminations, non-disclosure agreements, and the like. The Chair will therefore bring this set of concerns to the FCEC.

II. Study Abroad Compensation changes

The committee continued discussion of proposed changes to summer study abroad compensation that we received last semester. The committee understood some of the specific compensation numbers to still be in flux and therefore was unable to reach a decision about such specifics. Following robust deliberation, however, we concluded the following:

1. The committee supports OEA's interest in stabilizing costs for students and agrees that student costs for a given program should not fluctuate from year to year to accommodate vastly different levels of faculty compensation—compensation that is currently set at 7.5% of the professor's annual salary.

2. The committee supports the new policy's aim of paying faculty for pre-departure coordination even if a program does not run.
3. The committee concluded that while absolute salary equity is not practical, revisions to the compensation structure should seek greater equity than that produced by the current policy while still paying enough to attract faculty. The new policy must ensure that study abroad teaching is still deemed worth the time spent by highly paid Villanova faculty and that programs currently taught by such faculty are not abandoned due to unappealingly low salaries. That being said, the policy should also not be driven purely by market forces but should express the value that the university places on all faculty teaching labor by raising the summer teaching compensation of faculty who make a lower annual salary. One way of thinking about a new compensation model is suggested by the University Summer Grant program, which does not award grant money based purely on annual salary but, rather, awards "1/9 of the faculty member's academic year salary, capped at \$10,000." The committee supports a compensation model, like this one, that is not strictly tied to annual salary but that sets a no-less-than and no-more-than range, one that stabilizes student costs and creates greater pay equity.

The committee will communicate these conclusions to OEA and request some further data.

The meeting adjourned at 4:30.