

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

Friday, November 9, 2018, 2:00-3:30, Driscoll 223

Minutes

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

Not in Attendance: Angela DiBenedetto (NIA), Melissa Hodges (NIA), Calvin Li (NIA)

The meeting was called to order at 2:00. The committee conducted the following business:

I. Changes to Steady State retirement plan

The committee revisited changes to the Steady State retirement plan that were submitted to FRRC last spring by the Provost's office. The chair reminded the committee of the faculty focus group formed last spring to evaluate the plan. Surveying plans offered at other national Catholic universities, the focus group reached the conclusion that Villanova's plan is not competitive and should be reconsidered more fully than the suggested revisions do. Keeping in mind that we are overdue in offering a response to this policy change to the Provost's office and that we need to work quickly, the committee opted to suggest alternatives. Dr. Erasmus Kersting volunteered to spearhead this effort, with Dr. Sohail Chaudhry and Dr. James Peyton-Jones assisting. The committee will plan to review their suggestions ahead of our next meeting, which is scheduled for Dec. 14.

II. Study Abroad Compensation changes

In conjunction with the Office of Education Abroad, the Provost's office has proposed significant changes to the Study Abroad Compensation policy that are intended to introduce equity into faculty compensation for study abroad programs across colleges, stabilize students' costs, and standardize pay for faculty who function in planning or administrating but not teaching study abroad programs. After reviewing the proposal and supporting documents, the committee concluded that we need to have a direct conversation with the Provost's office and Liz Campanella from OEA in order to assess these changes. Both have subsequently accepted invitations to our next meeting.

The meeting adjourned at 3:30.