

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

Friday, March 29, 2019, 3:00-4:30, Mendel 103

Minutes

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

Not in Attendance: Samantha Chapman (NIA), Sohail Chaudhry (NIA), Calvin Li, Michelle Pistone, Mark Wilson (NIA)

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

I. Final Edits to Retirement Plan

Committee members Erasmus Kersting and James Peyton-Jones have been working closely with the Provost's office to complete work on a proposed policy that will replace the Steady State Retirement Plan currently outlined in the Faculty Handbook. The new policy, which applies to tenured faculty, will:

- allow regular retirees aged 60 to 66 to phase out at 50% work for 50% pay and still collect their full retirement benefit;
- ensures aged-67+ retirees get only 25% load their final year when they get a terminal semester's leave
- offers more generous compensation for aged-67+ retirees
- provides a smoother transition in overall benefits between aged-66 retirees and 67+ retirees

The new policy has been approved by the deans and Provost's office and is currently under vote in FRRC and final review by Human Resources and University General Counsel. If approved, it would go into effect next year.

II. Discussion of CNT Voting Rights

The committee has received inquiries about two aspects of CNT voting rights. The first, submitted by Dr. Catherine Warrick, proposes CNT voting rights for CNT faculty hires. The second, submitted by CNT faculty in the Department of Mathematics and Statistics, proposes CNT voting rights for department chair. In neither case—the hire of CNT faculty nor the election of department chair—are CNT currently permitted to vote. The committee had a robust discussion about the history of this issue, particularly its connection to historically non-standardized hiring and evaluation of CNT faculty. Given the recent institution of more standardized, committee-based hiring of CNT faculty; the new CNT Promotion Policy, which standardizes evaluation; and multi-year CNT contracts, the committee agreed that it is time to revisit the question of voting rights. We will continue discussion of this at our next meeting.

### III. Revisions to R&T Policy

We continued discussion of proposed revisions to the R&T policy. At this meeting, we focused on the wording of the Service section of the Criteria for Tenure and Promotion. Our aim was to clarify whether tenure requires service in all four possible areas: department, college, university, and profession, as the current wording could suggest that all four are required. We discussed revisions that would require service at the department and college levels but leaves the committee greater flexibility in assessing university and professional service. At this stage, the revisions are suggestions that have not yet been approved by the committee. We will continue discussion of R&T policy at our next meeting.

The meeting adjourned at 4:30.