**Faculty Rights and Responsibilities Committee**

**Report to Faculty Congress**

February 17, 2017

In the past month, FRRC has been working on the following items:

1. Bringing new faculty under contract before orientation

The committee met with Timothy Hoffman, Assistant Vice Provost of Finance and Administration, who presented some budgetary and contractual issues for us to consider as we work toward establishing compensation for new faculty orientation. After discussing a number of possible solutions and limitations, the committee agreed with Mr. Hoffman to pursue a stipend solution whereby new faculty would be paid a one-time bonus for attending orientation. To alleviate some of the hardship of waiting until the end of September to be paid by Villanova, this bonus would ideally be paid in a first paycheck on August 31. We are also exploring the possibility of offering payroll advances to new faculty to ease the transition to Villanova. Mr. Hoffman will explore these options in greater detail from a payroll and budgetary standpoint and report back to the committee.

II. Focus group of new faculty

Rory Kramer has agreed to lead a focus group of recently hired faculty to find out what needs or hardships they may have experienced while transitioning to Villanova and how the onboarding process might be improved to address these.

III. Faculty advocacy and belligerent student policy

The committee continues discussion of how to augment current policy to better support faculty who are the targets of inappropriate student behavior. We are exploring:

* how to add a component to Student Orientation that would address appropriate interactions with faculty
* importing pertinent sections on classroom and interpersonal behavior from the Student Handbook to the Faculty Handbook
* articulating more clearly in the Faculty Handbook what role Faculty Congress can play in advocating for faculty interests in the event that such interests are not adequately addressed in the course of student disciplinary procedures
* clarifying what services are available to faculty through the Counseling Center
* supporting Faculty Congress’s efforts to establish an ombudsperson

IV. Diversity and inclusion in faculty hiring

Committee members are meeting with all of the deans to gather information about initiatives being undertaken at the college level to ensure inclusive faculty hiring. This information will support FRRC’s goal of improving compliance with non-discriminatory hiring guidelines and reducing implicit bias in faculty hiring.