

Faculty Life Committee
Vanderbilt University Senate
Report for Academic Year (2013-2014)
Chair: Christopher Lind (School of Medicine)

Committee members:

Christopher Lind, Chair, Medicine
Paul Lim, Divinity [Executive Committee Liaison]
Kevin Niswender, Medicine
Constantine Tsinakis, A&S
Laura Wayman, Medicine
Claire Smrekar, Peabody
Scott Guelcher, Engineering
Stephanie Spottswood, Medicine
James Steiger, Peabody
Robin Fountain, Blair

Charges assigned at the beginning of the year:

1. Faculty Retirement
 - a. Recommend initiatives for the faculty transition into retirement with continued meaningful involvement of emeritus faculty in the academic community.
 - b. Recommend a structure for meaningful involvement of retired faculty in the academic community (advising, mentoring, fund raising, volunteering).
 - c. Assess the policies and specifics for retirement benefits (e.g. office space, e-mail accounts, computers, responsibilities, opportunities).
 - d. Develop a recommended menu of retirement benefits for those who are not eligible for emeritus/emerita status.
2. Recreation Center and Multipurpose Facility Expansion
 - a. Assess the influence of the Rec Center/Multipurpose Facility expansion on access to the facility by students, faculty and staff.
 - b. Assess the influence of the Rec Center/Multipurpose Facility expansion on the Health Plus Program for faculty and staff.
3. Review current parking policies and fees for faculty and staff.
4. Assess policies and structure for secondary academic appointments within University departments and schools.

Additional issue brought to the committee at January 2014 meeting:

5. Review the issue of security measures in place by the University regarding the handling of personal information on faculty for travel, purchasing,...

Work Done and Recommendations:

1. Faculty Retirement

The FLC in 2012-2013 performed an analysis of the availability of retirement benefits relative to peer institutions and avenues for continued faculty involvement by emeritus/emerita faculty at peer institutions. Recommendations regarding that analysis are available for review in the Faculty Life Committee 2012-2013 Summary Report. Benefits were separated into medical (health insurance), financial and “perks”. Although health care coverage for retired faculty remains a major factor and barrier in the timing of retirement, the full implementation of the Affordable Care Act in 2014 has made this issue a rapidly changing one that is difficult to analyze at this time. For this reason, the issue of health insurance for retired faculty was not addressed this year. Specific benefits available to retired faculty members under the broad category of “perks” were a main focus of the FLC this year.

a. & b.

Members were asked to identify programs for retired faculty at Vanderbilt or peer institutions that might encourage meaningful involvement in the academic community and be mutually beneficial to the institution and retiree. Specific programs at peer institutions were identified that include the Emory University Emeritus College (EMEC), the Boston College Association of Retired Faculty (BCARF) and an emeritus facility at the Mayo Medical College. Within Vanderbilt University Medical Center, there is an Emeritus Medical Center Office (Suite 209, Oxford House) available for use by Emeritus/Emerita faculty who continue to be actively engaged in the academic community. Within University Central, there is no specific suite of offices or resources available for use by similar Emeritus/Emerita faculty. Ongoing involvement by retired faculty is not specifically monitored at the level of the Vice Provost for Faculty Affairs (University Central) or Senior Associate for Faculty Affairs (Medical Center).

As mentioned above, ongoing involvement by retired faculty is not specifically monitored at the level of University Central or Medical Center Administration. This involvement by retired faculty appears to be monitored primarily at the level of the department or school of the retiree. The committee did meet with Susie Stalcup (Vice Chancellor for Development and Alumni Relations) to identify the degree of involvement by retired or Emeritus/Emerita faculty in fund raising, volunteering and educational programs within the Development and Alumni Relations (DAR) office. Data provided from the DAR database is summarized in attachment #1(Retired Faculty Status). Importantly, close to 50% of Emeritus/Emerita faculty participate in annual giving, 10% have participated in planned giving and a number have been involved in regional Vanderbilt events and the Vanderbilt Travel Program. Data regarding retired faculty who were not awarded Emeritus/Emerita status is not currently available.

FLC commends the Medical Center Administration for making a suite available for Emeritus/Emerita faculty to use for ongoing activities. Making a similar (or unified) suite available for all retired University

faculty may further promote ongoing involvement of retired faculty in the Vanderbilt academic community. Potentially, this could serve as a location for a retired faculty association that could offer services to the University including mentorship, advising, educational programs and fund raising. The Office of Development and Alumni relations may be able to specifically utilize this group to help support its mission to the University.

c. & d.

FLC members have identified recently retired long-term faculty who abruptly lost access to essentially all Vanderbilt services, including e-mail accounts, electronic library access, access to the Vanderbilt computer network (VUNetID), and discounts to the bookstore and athletic programs. On the other hand, faculty members who are awarded Emeritus/Emerita status at the time of retirement are offered all of these benefits after retirement, including e-mail accounts and the use of the VUNetID for life. Benefits available to Emeritus/Emerita faculty are explicitly delineated under Faculty Resources @ <http://www.vanderbilt.edu/provost/faculty-resources/emeritus-emerita-faculty/>. Questions raised by the FLC included the following: 1) What percentage of faculty are awarded Emeritus/Emerita status upon retirement? And 2) What are the costs of providing the benefits available to Emeritus/Emerita faculty to all long-term faculty who were not awarded Emeritus/Emerita status upon retirement.

Information regarding the percentage of faculty awarded Emeritus/Emerita status over the past 10 years is summarized in attachment #1(Retired Faculty Status). Overall, approximately 25% (60 retirees in 10 years) retired without being awarded Emeritus/Emerita status. Of note, this data does not include persons retiring from other academic tracks/ranks (e.g. volunteer faculty, research track faculty, Instructor, Assistant Professor) no ordinarily eligible for Emeritus/Emerita status. With respect to the costs of providing these perks to retirees, the committee contacted John Lutz (Vice Chancellor for Information Technology) for information regarding this question. It was confirmed that retirees not awarded Emeritus/Emerita status have e-mail services disabled 125 days after “separation” from the University and e-mail services deleted 125 days after that. The financial costs of maintaining these services is estimated to be negligible (approx. \$3/user/month). The general concern about costs of maintaining these services appears to involve the legal or reputational risk of individuals representing themselves as being “from Vanderbilt” after retirement.

FLC recommends that most benefits currently available only to faculty awarded Emeritus/Emerita status be available to all long-term (e.g. > 15 years service) faculty who retire in good standing. Although all benefits available to Emeritus/Emerita faculty may not be appropriate for all retired faculty members, high priority, low cost benefits that include continued e-mail accounts, library access and access to the Vanderbilt computer network may foster a continued sense of involvement in the Vanderbilt community by all long-term faculty who retire in good standing.

2. Recreation Center/Multipurpose Facility Expansion

a. & b.

The FLC was charged with assessing how the Recreation Center expansion might influence access to the facility and utilization of the Health Plus Program for faculty and staff. Around the time of the first committee meeting, the athletic department released the new policies regarding membership at the Vanderbilt Recreation and Wellness Center (VRWC) @ <http://www.vanderbilt.edu/recreationandwellnesscenter/membership/>. Specific changes to the Health Plus Program include the initiation of a membership fee for participation and limited hours of access to the facility with a basic membership. The expanded facility does offer access to new facilities (including swimming pool, bowling alley, indoor and outdoor tracks, ...). Because these policies were announced at the beginning of the academic year, no further work on this charge was pursued by the FLC at this time. Prior to moving Health Plus to this new facility, approximately 3000 patrons utilized the Health Plus Services that were provided free of charge. The influence of adding a fee structure and limiting hours of access for basic members on the overall utilization of the Health Plus Program will need to be determined over the next few years.

FLC recommends tracking the utilization of the VRWC and Health Plus Program by faculty and staff over time.

3. Parking Policies and Fees

The committee addressed specific issues regarding parking policies and the parking rates, with particular attention given to the change in rates over the past 10 years and the handling of appeals to parking fines. The bulk of the work was performed by one committee member, James Steiger, and his summary report is included in attachment #2 (FLC Report on Parking Rates). Extensive information was provided by Jerry Fife (Vice Chancellor for Administration) that included historical trends in parking rates, peer institution rates, local parking rates and handling of appeals for parking fines. The specific reasons for the overall increase in parking rates and costs in providing parking services were not addressed by the committee at this time.

FLC concluded that the parking rates are well within the norm for this type of institution in an urban location. The FLC commends the institution for implementing a graded rate for parking permit cost based on faculty/staff salary but wonders whether a higher salary band might be added in the future.

4. Policies Regarding Secondary Academic Appointments

The committee inquired into policies or structures in place regarding secondary academic appointments within University departments and schools. Communications with David Raiford (Senior Associate Dean for Faculty Affairs, Medical Center) and Tim McNamara's office (Vice Provost for Faculty, University Central) indicated that handling of secondary academic appointments was similar to primary academic appointments. Typically, the department chair offering the secondary appointment would submit an appointment letter to the appropriate office (Medical Center or University Central) and a letter from the chair of the faculty member's primary department would submit a letter in support. In general, these appointments would be approved if all parties were in agreement. FLC members also contacted selected department chairs regarding secondary appointments. All chairs contacted stated that they approach decisions regarding secondary appointments in the same way they approach primary academic appointments. They felt strongly that primary responsibility and control of this issue is best managed at the departmental level. If salary or resource support was an issue, those details would be the responsibilities of the departments involved. Finally, FLC members contacted individual faculty who have secondary appointments. Most found the process to be similar to their primary appointments, although often streamlined with respect to interviews and background references. All felt that the process dealt with at the departmental level worked well.

FLC found that organization of secondary academic appointments at the departmental level works well and is appropriate.

5. Security Measures Regarding Personal Information

The FLC was contacted by a University faculty member who had raised concerns regarding the security of personal information that may be accessible to outside vendors through our professional work at Vanderbilt. Specifically, he indicated that his personal information (including passport information) was breached through the International SOS (ISOS) program that has been utilized by Vanderbilt Faculty for international travel insurance. He has raised similar concerns about the current program, Concur, that is required by Vanderbilt for faculty members to use for professional travel. These concerns were forwarded to Brett Sweet (Vice Chancellor for Finance and Chief Financial Officer). He stated that a team of institutional leaders, in partnership with John Lutz (Vice Chancellor for Information Technology) and the procurement team, were working to create institutional proposals for dealing with security matters regarding personal information. A focus of this work will be on IT vendor relationships that the specific examples above have raised. Because this issue was officially brought to out committee late in the academic year, a formal evaluation of this issue was not made by the FLC.

FLC recommends that the issue of security measures regarding personal information be a top priority for next year's committee. Issues to address include the use of outside vendors and whether a firewall for

personal information can be created, similar to security measures required for academic information regarding students (FERPA) and health care information regarding patients (HIPAA).

Recommendations for next year:

1. Faculty retirement - see recommendations addressed in sections above. In addition, would recommend that the FLC address how the institution can communicate retirement planning issues and resources in a more organized and transparent manner.

2. Security measures – see recommendations addressed above. This should be a high priority for the FLC and may enable collaboration between the Faculty Senate and institutional leaders in managing this complex and evolving issue.

Status awarded retired faculty @ Vanderbilt University 2003-2013

	Total retired	Emeritus/Emerita status	% Emeritus/Emerita
School of Medicine			
Assoc. Prof	22	5	22.7%
Professor	97	66	68.0%
University Central	113	101	89.4%
Total	232	172	74.1%

Involvement of Emeritus/Emerita Faculty in Development and Alumni Relations (DAR) database:

347 individuals listed in DAR database coded as Emeritus/Emerita faculty

FY13 – 44% participation rate in annual giving

FY12 – 51% participation rate in annual giving

31/347 have participated in planned giving program (wills, trusts, document bequests,...)

Additional Emeritus/Emerita activities identified in DAR database include:

Councils/volunteer boards

Chapter and regional Vanderbilt events

Vanderbilt Travel program

Report on Parking Rates

Faculty Life Committee¹

Vanderbilt Faculty Senate

Introduction and Background

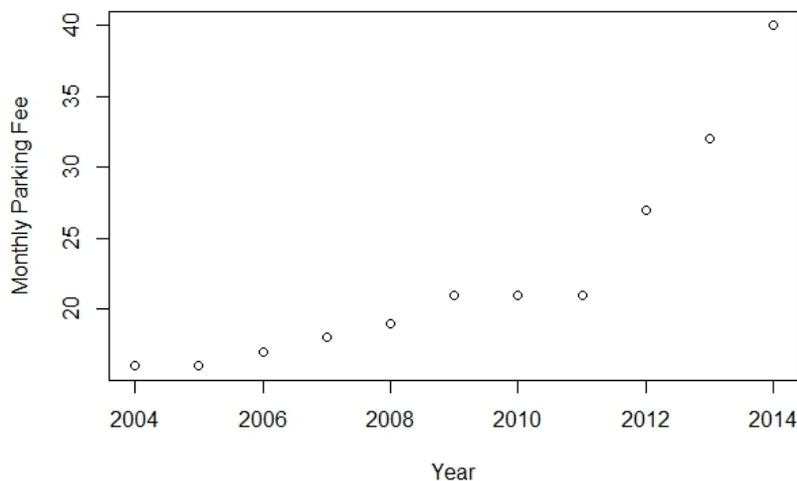
In response to questions and concerns from the faculty about the rise in parking rates over the last decade, the Faculty Life Committee decided to research the issue. Acting on behalf of the committee, Professor James Steiger contacted Vice Chancellor for Administration Jerry Fife with a request for information.

Vice Chancellor Fife was provided with a number of questions that reflect faculty concerns. After meeting with his staff, Mr. Fife provided prompt and detailed answers and relevant data, which are summarized below

Parking Rates at Vanderbilt — Historical Trends

There is no doubt that parking rates at Vanderbilt have increased sharply over the past decade. Indeed, rates for many faculty members have almost tripled since 2004. The plot below shows that, after a period of modest increases, rates have jumped rather sharply, almost doubling over the last 5 years².

Typical Monthly Parking Fees at Vanderbilt



¹ Report draft prepared by James H. Steiger.

² For the 2014 year, a variable fee schedule based on salary has been introduced. Those with salaries 50k–100k pay \$37 monthly, while those with salaries 100–150k pay \$45 monthly. A figure of \$40 was used as a rough estimate of the typical fee.

Comparative Status of Faculty and Staff

Rates are the same for faculty and staff, although they differ between the University and Medical Center. For a long time, all faculty members paid the same rate for a parking permit. This changed recently with the implementation of salary-based permit fees, but a staff and faculty member in the same tier pay the same amount.

The current fee structure is shown in the following table.

Salary Band	Monthly Rate
<\$49,999	\$32
\$50,000 to \$99,999	\$37
\$100,000 to \$149,999	\$45
\$150,000 to \$199,999	\$53
>\$200,000	\$61

Comparable Rates at Commercial Lots in Nashville

The table below shows some data gathered by the administration for parking rates at major lots in the Nashville Area. Some individuals pay as little as \$32 and some as much as \$61 under the new variable schedule system. However, the typical faculty member pays either \$37 or \$45 for a permit. This seems to be slightly more than many garages are charging, but our judgment is that the rates are competitive with these commercial facilities.

Organization	Monthly Rate ¹
Vanderbilt University	\$37.00 – 45.00
3401 West End	\$20.00
3310 West End	\$35.00
Loews	\$35.00
Chet Atkins Garage	\$35.00
American Center	\$40.00
49 Music Square W	\$20-\$40
Palmer Plaza	\$45.00
2525 West End	\$45.00
Downtown Parking Average	\$109.67

Rates at Other Academic Institutions

Vice Chancellor Fife provided us with some data gathered from other institutions, including nearby universities.

	Permit Pricing			
	City & State	Faculty	Staff	Students
Vanderbilt University	Nashville, TN	Salary Banding Starting at \$32/month. Professors pay, on average, about \$40/month.		
Belmont University	Nashville, TN	\$0		\$0
Brown	Providence, RI	\$49.58/month		Commuters: \$49.58 Residents: \$95/month
Columbia University	NY, NY	Tiered: \$152.32 to \$396.56/month		Commuters: \$152.32 to \$396.58/month Residents: \$152.32/month
Cornell	Ithaca, NY	Tiered: \$9.64 to \$64.78/month		\$60.48/month
Dartmouth College	Hanover, NH	\$30/month		\$14/month
Duke	Durham, NC	Tiered: \$7.50 to \$68.75/month		\$22/month
Emory University	Atlanta, GA	\$54/month		\$55/month
Georgia Tech	Atlanta, Ga	\$57.50/month		
Harvard University	Cambridge, MA	Tiered: \$123 to \$132/month		
John Hopkins University	Baltimore, MD	Tiered: \$36 to \$94/month		Undergraduate vehicles not allowed
Lipscomb University	Nashville, TN	\$0		\$0 (parking charges rolled into tuition)
MIT	Cambridge, MA	\$99.33/month		Commuters: \$64.75/month Residents: \$99.33/month
Northwestern University	Evanston, IL	\$42.50/month		
Notre Dame	South Bend, IN	No Charge		\$110/Year
Princeton University	Princeton, NJ	No Charge		Commuters: No charge Residents: \$200/Year
Rice	Houston, TX	Tiered: \$12.75 to \$62.17/month		Tiered: \$30.25 to \$79.67/month
Stanford University	Stanford, CA	\$25.72/month		
University of Chicago	Chicago, IL	Tiered: \$80 to \$175/month		
Washington University	St. Louis, MO	Tiered: \$41.25 to \$98.25/month		\$41.25/month
Yale University	New Haven, CT	Tiered and Banded: \$61.70 to \$178.50/month		\$73.42/month

The information in the above table is complex and variable. To summarize briefly,

- Universities in major metropolitan areas such as New York, Chicago, Boston, with high real estate prices have rates much higher than ours.
- The typical Vanderbilt professor pays a rate less than that paid by professors in the majority of institutions in the table.

A complicating factor in evaluating this information is that several institutions, including Princeton and Notre Dame, have a *free parking* policy for faculty. In our vicinity, Lipscomb and Belmont both have free parking system.

Of course, parking is never truly “free,” and there are obvious advantages and disadvantages to systems like ours, and one like Princeton’s. To avoid sudden shortages, the impact of “free” parking on usage rates would have to be researched and predicted prior to implementing such a strategy here. On the other hand, a system in which a faculty member receives a \$100 per month “raise” but pays an additional \$8 per month on a parking space, and substantially more for benefits and meals on campus, can provoke resentment in the financially aware.

Administrative Details

Several faculty members have expressed a desire to know more about the way parking is administered at Vanderbilt. In addition, a number of faculty members expressed discontent with experiences of having appeals of parking tickets rejected. Here are some typical questions and brief answers:

Who administers parking?

For the University, the Office of Traffic & Parking is run by an Administrative Director and Manager and includes 14 total staff members (including officers and office staff). The department reports to the Assistant Vice Chancellor for Real Estate Operations, who reports to the Vice Chancellor for Administration. In the Medical Center, the staff in the medical center parking office administers parking.

Who approves parking rates and how?

All parking rates in the University are approved at the Vice Chancellor level (specifically with the Provost, CFO and Vice Chancellor for Administration) prior to escalating to the Chancellor for final approval. Traffic & Parking typically submits 3-5 budget scenarios that include different parking rates to Executive Administration, who then makes the final decision on which fee structure will be implemented in the upcoming fiscal year.

For the Medical Center, rates are proposed by staff in Medical Center Parking, reviewed and approved by Medical Center leadership.

Who administers appeals of parking fines and what are the rates of acceptance and denial of appeals?

In the University, all first appeals are administered by a Customer Service Representative within the Office of Traffic & Parking. Approximately 60% of all 1st time appeals are granted. All second appeals are reviewed by the Director and/or Manager. Approximately 50% of 2nd appeals are granted. If a customer wishes to appeal their citation for a third time, we ask them to present their appeal in person at one of our monthly Traffic & Parking Committee meetings. This has yet to happen since the majority of appeals are granted in the 1st or 2nd phase and the customers we have invited to appeal in person have not shown. We have presented various appeal examples to the Committee in the past and we have found that a peer group tends to be much harder on their own peers when it comes to granting appeals. The Customer Service Reps tend to be more neutral and grant the majority of requests for appeals.

The Traffic & Parking Committee is comprised of 8 faculty members, 8 staff (from UC and VUMC) and 8 students (undergraduate and graduate), so it does have representatives from all areas of the University. The meeting takes place the last Wednesday of each month at 3pm in Sarratt Room 112 and is open to *any* faculty, staff or student in the University or Medical Center. We welcome additional participation; it is not just limited to Committee Members.

The citation appeals process for the Medical Center is managed by the Parking and Transportation Department. The appeal process has three levels. Level 1: manager review, Level 2 director review and Level 3 parking weekly meeting review (includes AVC). There are approximately 180 citation appeals per month; of that 12% are denied and 87% are excused.

Conclusions

Vanderbilt's current rates appear to be well within normal bounds for an institution of its type and location. Despite the bad experiences of some faculty, the data provided by the university administration suggest that most appeals of parking fines are accepted and the fines rescinded. Moreover, the university has an open attendance policy at the Traffic & Parking Committee meetings.

Given the rapid acceleration in rate increases in recent years, some reasonable questions for further discussion are:

- Why have these rapid increases occurred?
- What is the prognosis for parking rate changes over the next five years? Will we be paying \$100 per month in 2019?