Call to Order

Approval of Minutes of May 10, 2010

Introduction of Executive Committee, Standing Committee Chairs/Task Force Chair, and New Senators

Report of the Executive Committee (Brian Christman, Chair of the Faculty Senate)

Remarks by Chancellor Nick Zeppos

Presentation of committee charges for 2010-2011

New business

Poll on Student Life's Honor System Charge – Student Life Chair Mavis Schorn

Good of the Senate

Adjournment to reception (in the Atrium between Frist and Godchaux Halls)

Voting Members absent: Bradford, Braxton (regrets), Carbone, Collins, Fischer (regrets), Galloway, Gervais (regrets), Guthrie, Halpern (regrets), March (regrets), R. Miller, Nanney (regrets), Oppenheimer, Peek, Smrekar, Winder (regrets), Yarbrough, and Wait (regrets).

Ex Officio Members present: Bandas, Damon, Fife, Fortune, McCarty, McNamara, Raiford, Stalcup, Sweet, Wcislo, Wente, and Zeppos.

Ex Officio Members absent: Bernard (regrets), B. Miller (regrets), Paschal (regrets), Roberts (regrets), Williams, and Wright.

The meeting was called to order at 4:10 p.m. by Chair Brian Christman.

Next Item on the Agenda – Approval of Minutes of May 10, 2010

Chair Christman asked for any changes to the minutes. Hearing none, he then asked for approval of the minutes. They were approved unanimously.

Next Item on the Agenda – Introduction of Executive Committee, Standing Committee Chairs/Task Force Chair, and New Senators

Chair Christman gave an overview of the functions of the Senate, and the power of the Senate. He said that the Faculty Senate has a seat at the table, and access to administrative leadership. He gave an overview of the Senate achievements last year. He then introduced the standing committee chairs and the task force chair. He also recognized the new senators.

Next Item on the Agenda – Report of Executive Committee

Chair Christman went over the work of the Executive Committee over the summer, which included the Senate retreat, Founder’s Day and the Fall Faculty Assembly.

Chair Christman then turned the floor over to Chancellor Zeppos. He mentioned that the Senate would like to know more about the 60 new faculty chairs announced at the Fall Faculty Assembly.

Next Item on the Agenda – Remarks by Chancellor Nicholas Zeppos

Chancellor Zeppos welcomed everyone to the new academic year. He answered Chair Christman’s questions about the new faculty chairs by stating that we are in a very strong position to do this. He said that we will use the processes already in place in the schools to award these chairs. Some of these chairs will be restricted. He added that we try to get them funded with as broad a description as possible, but some will be restricted by the terms of the gifts. He said that we will look to the faculty, department, and deans to
evaluate these chairs. There is always the question of how many will be used for recruiting (the internal/external issue), and we will try and keep them balanced. He then opened the floor for more questions.

Chair-elect David Weintraub: Is the money already in place to do this?
Chancellor Zeppos: Yes. It may be that the money is still coming in, but over 90% of it is in.

Chair Christman: Can you address the Chronicle of Higher Education article about very high administrative salaries at Vanderbilt?
Chancellor Zeppos: Let me give you some background. Also, I would like to give you my view on administrative compensation in general. First, those were not salary figures. In 2007, my predecessor said that he was going to stay at Vanderbilt. Then, he resigned, and I was given the title of Interim Chancellor. Outside consultants are used by the Board to help decide pay, and the administrative salaries are voted on by the Board—I don’t get a say in any of this. When Gordon Gee left, there was a worry that some administrators might take their retirement and leave. The Board decided to keep them all. There was a retirement package in place for all upper level administrators at that time. There are no plans like this any longer. These were legal distributions that people were owed, not salaries.

My view of administrative compensation: I pay them market rates. I want very well-paid administrators. We do a salary survey of our peer institutions, and that’s how we set their rates. The total cost of the administrative team is less now than it was before. It is market-driven, set by the Board of Trust, and data-driven. No one is allowed to serve on a for-profit board who works on my administrative team. I think it’s important for the administrators to give back to the university.

Hearing no other questions, Chair Christman thanked Chancellor Zeppos for his remarks.

Next Item on the Agenda – Presentation of committee charges for 2010-2011

Chair Christman presented the standing committee charges and task force charges for the 2010-2011 academic year (link: http://www.vanderbilt.edu/facultysenate/commit.htm).

Next Item on the Agenda – New business- Poll on Student Life's Honor System Charge

Chair Schorn passed out electronic clickers to the senators and they participated in a poll about the honor system and how it works. This information will help inform the work of the Student Life committee on Vanderbilt’s honor councils this year.

Next Item on the Agenda – Good of the Senate and Adjournment
Chair Christman asked for any business under “good of the senate.” Hearing none, he asked for a motion to adjourn to the welcome reception. Motion was presented and passed unanimously.

Meeting adjourned at 5:20pm.

Respectfully submitted,

Robert E. Bodenheimer, 
Vice Chair
Call to Order

Approval of Minutes of September 2, 2010

Report of the Executive Committee (Brian Christman, Chair of the Faculty Senate)

Remarks by Chancellor Nick Zeppos

New business
Presentation and Discussion of Vanderbilt’s Honor System (Bobby Bodenheimer, Vice Chair of the Faculty Senate)

- Mark Bandas, Dean of Students
- Daniel Swinton, Director of the Office of Student Conduct & Academic Integrity
- Charles Brau, Head of the Appellate Review Board and Professor of Physics
- John Callison, Senior Deputy General Counsel

Good of the Senate

Adjournment

The meeting was called to order at 4:10 p.m. by Chair Brian Christman.
Next Item on the Agenda – Approval of Minutes of September 2, 2010

Chair Christman asked for any changes to the minutes. Hearing none, he then asked for approval of the minutes. They were approved unanimously.

Next Item on the Agenda – Report of Executive Committee

Chair Christman gave his report. He mentioned meetings with all deans. He and Vice Chair Bodenheimer have met with Dean Benbow and Dean Jeff Balser so far. The Executive Committee is also looking into the undergraduate alcohol issue. They have talked to Mark Bandas (Dean of Students) about this issue, and have plans to create a Task Force on Alcohol at Vanderbilt. Chair Christman mentioned that there are many deaths each year from this problem. He is going to be asking for help from senators who want to serve on this task force.

Chair Christman said that he wants to put together a council of past chairs of the Senate. He said that he will share more about this later.

Chair Christman turned the floor over to the Chancellor.

Next Item on the Agenda – Remarks by Chancellor Nicholas Zeppos

Chancellor Zeppos mentioned the news article about the new Medical Center in Franklin, TN. He said that Vanderbilt did buy land in Williamson County. This area is very important to Vanderbilt’s mission. He said that we are leasing lots of spaces there. But, there are no plans to build large buildings in Williamson County. It will be addressed in the future, but we have a very tight prioritization process. The Life Sciences/Engineering building, Kissam residential college, and more space for the College of Arts and Science are all priorities. He said that the media did not get this one right. It is a strategic move to put a footprint there, but we are not building anything yet. He said that he just wanted to clarify that today. He asked for questions.

Hearing none, he thanked Chair Christman for the opportunity to speak.

Next Item on the Agenda – Presentation and Discussion of Vanderbilt’s Honor System (Bobby Bodenheimer, Vice Chair of the Faculty Senate)

Vice Chair Bobby Bodenheimer introduced the panel, which included Mark Bandas, Dean of Students; Daniel Swinton, Director of the Office of Student Conduct & Academic Integrity; Charles Brau, Head of the Appellate Review Board and Professor of Physics; and John Callison, Senior Deputy General Counsel. Vice Chair Bodenheimer mentioned that the Senate’s charge is to look at the Honor System as a whole. He said that he and Mavis Schorn, chair of Student Life committee, have contacted all of the advisors of the professional schools and their honor councils. These are the three main issues that have come to light from these discussions:
1. The Graduate School honor council gets an average of 2 referrals per year, and they usually meet less than once a year, because many of students withdraw from Vanderbilt during the preliminary investigation.

2. The Owen School’s major issue with the honors system is that their decisions keep getting overturned by the Appellate Review System.

3. The Medical School’s honor council has not found anyone guilty in the last 5 years (even though students have been referred).

Vice Chair Bodenheimer said that the Provost has asked two bodies to examine the Honor System this year: the Faculty Senate and the Academic Associate Deans of the Undergraduate Schools (A&S, Blair, Peabody, and Engineering). He then introduced the panel and asked them to give a brief introduction of their roles in the honor system.

- Mark Bandas, Dean of Students: He gave a history of the honor code at Vanderbilt. He mentioned that one of the topics we might talk about is the institutional support for the honors council.
- Daniel Swinton, Director of the Office of Student Conduct & Academic Integrity: He also gave a more detailed history of the Honor Code. He only works with the undergraduate honor council (not the graduate or professional schools). He does advise them if they ask questions. He gave an overview of the current membership of the Honors Council. He explained the membership application process. He went over the structure of the honors council. He said that there is a Faculty Board of Advisors that actually came out of the Faculty Senate. There are 30 Faculty who are to “advise the Honor Council during hearings and investigations.” He went over the process for investigations and the hearing. He gave an overview of the workload. He said that the average time to resolution is 19.6 days. He went over recent changes to the Honor Council and the strengths of the current system: 1) procedurally sound, 2) student-member passion, and 3) honor code signing each year.
- Charles Brau, Chair of the Appellate Review Board and Professor of Physics: He went over the responsibilities of the appellate review board. He said that there have been about 25 appeals out of 125 or so cases. He said that he is tasked to correct problems, and he is working right now with Owen to correct some problems. He said that there are 4 grounds for appeal. He does not re-hear the case. He went over the remedies available to the ARB. He said that the decisions of the ARB are final, but decisions can be appealed. He went over their procedures. He said that it should take only 39 days for the process, but it usually takes 90 days or more. He mentioned that some of the problems/issues that need to be addressed: 1) group work, and 2) graduate and professional school honors councils. He thinks that there should be one honor council for all graduate and professional schools.
- John Callison, Senior Deputy General Counsel: He is being asked to talk about two issues. One is FERPA. Does FERPA create limitations on a faculty member to find out about what happens in one of these hearings? The faculty member knows nothing about why the decision is made, only what the decision is. But the
answer is that no, it doesn’t. If the student consents to it or if the university determines that a member of the university needs to know, it is okay to know (if is a “legitimate academic need”). But, that faculty member cannot tell anyone else about this information. If you do redisclose the information, it is violation of the federal law. He also mentioned that FERPA requires the confidentiality of student records. He said that if the accused said that it was okay, it is okay to mention to anyone. But you can’t mention the accuser. The other question he was asked to address is whether or not a faculty member decides to report an honor code violation—does this create a legal liability for the university? Yes, it could. We have a system of dealing with academic violations of the honor code. If a faculty member decides to go outside the system, they are going outside the bounds of what we agree. The faculty member can, however, exercise their judgment on a paper that this is a clear example of plagiarism. We need to use the systems that we have. If you go outside the system, we could be open for liability. We always need to show that we follow all of the processes. I encourage all faculty members to turn in students to the Honor Council to keep the process working well.

Vice Chair Bodenheimer then opened the floor for questions.

Senator Steve Hyman: I am intrigued why the Owen School decisions so frequently are overturned. Can you shed some light on this?

Professor Brau: The Owen School had some problems that they are addressing. I don’t want to get into the specifics. But some of it had to do with group work and issues of technology. In this case, the student was convicted on evidence that the student had never seen. There were procedural difficulties.

Dr. Bonnie Miller: Are the accusing students bound by confidentiality? Is that true of all honor councils?
Dr. Roy Elam: Yes.
Vice Chair Bodenheimer: For the ones that I have seen, yes, this is true.

Dean Hudnut-Beumler: Someone mentioned that we need one graduate/professional Honor Council. Can you talk more about that?
Professor Brau: I am extrapolating from my experiences. I see that all of the professional schools see very few cases, so that is why I feel that way. I think it would have to be worked out to what would serve all of the schools best.
Senator Hyman: Is the information that is brought up so specific that it couldn’t be dealt with by people from other schools?
Professor Brau: Not normally.

Senator Vanessa Beasley: Can you speak to some specifics to the institutional support issue?
Provost Richard McCarty: I have never been asked to provide any support for faculty advisors, but I think we need this and should not depend on the goodwill of faculty
members who have been serving in this role. I think we need to institute this. I think we need active, engaged faculty and I would love to see this.

John Callison: I was around when the Birkby committee was charged with improving the confidence in the honor system. This is why the faculty advisors were created and were involved in the process. When I look at these cases, I think that the Honor Council does a great job. If a faculty member has an issue with a Honor Council decision, they need to talk to that faculty advisor who sat in on the hearing.

Chair-elect David Weintraub: I don’t know any faculty who trust the Honor Council. I think we have a very serious institutional problem. I think we are back to 1987. We don’t have faculty buy-in.

John Callison: I think that we need to have more incentives for faculty members and we need to make changes to make it work better.

Senator Bridget Rogers: I have sat in as a faculty advisor, and was pleased with the process. Of course, the one time I brought a charge, the decision was overturned on appeal. I was dissatisfied since I never heard anything about the case.

Professor Brau: I think the faculty member should have an advisor and that person could provide the information to help the faculty member understand the case.

Senator Mavis Schorn: Is there any reason why the step of getting feedback to the reporting faculty member can’t be done?

John Callison: Sure that can happen. We just need to make sure that the information goes to the reporting faculty member, with the understanding that it stops there.

Senator Ann Price: Of the 100+ cases, which percentage are brought by faculty and how many are brought by faculty?

Daniel Swinton: 5% are brought by students and 95% by faculty.

Senator Sharon Shields: Charlie, you brought up a good point about documentation problems in cases. Should we have some training on how to do this better?

Professor Brau: I think the problem isn’t documentation so much as the case couldn’t be made because it couldn’t be proved.

Senator Daniel Gervais: The Law School is different because of their different process. My question: 20%-40% are not guilty, but it seems like some of these cases are dropped. Why are they dropped?

Daniel Swinton: If the case is submitted, and if there is no evidence, the case is dismissed. That happens to 7-8% of all cases. Also, some cases that go to the panel are dropped.

Senator Benoit Dawant: Group work—is it a matter of not being clear about our policies?

Professor Brau: Different instructors have different intent under their group work policy. There is an inherent “mushiness” in group work.
Senator Schorn: I wanted you to address the discrepancy about disproportionate amount of minority students who are brought before the honor council.
Daniel Swinton: Many of these students are unprepared academically, and they stretch themselves too much to do their work. I don’t think there is an inherent bias in the Honor Council. Maybe they need more academic help than other students on the front end.
Professor Brau: As a faculty advisor, I never saw racial bias in any of the cases. I don’t think it’s a problem of the honor system itself.
Richard McCarty: The issue of our students’ experience with honor systems at their high schools is all over the place. I think that we need to give some of these students better counseling about their options on the front end, too. We also have lost sight of the educational system as it is connected to the honor council.

Vice Chair Bodenheimer: There are a considerable number of faculty who don’t buy in to the honor system. Why don’t we allow faculty to vote in large panel cases?
Professor Brau: I am concerned that the students would be intimidated to please the faculty member. I can see that the students could possibly be intimidated by the accuser.

Daniel Swinton: Faculty members are allowed to give their opinion throughout the process. There is sanctity of the students holding each other accountable, and the benefits of the peer review process.

Senator Gervais: Do universities report their cases each year?
Daniel Swinton: Not typically. We have commissioned a report from a variety of universities, and we are waiting on those results.

Hearing no further questions, Vice Chair Bodenheimer thanked the panel.

**Next Item on the Agenda – Good of the Senate and Adjournment**

Chair Christman asked for any business under “good of the senate.” Chair-elect Weintraub asked to recognize Senator Ann Price for being inducted into the Vanderbilt Alumni Hall of Fame, and congratulated her for all her hard work and dedication to Vanderbilt.

Meeting adjourned at 5:36pm.

Respectfully submitted,

Robert E. Bodenheimer,
Vice Chair
Call to Order

Approval of Minutes of October 7, 2010

Report of the Executive Committee (Brian Christman, Chair of the Faculty Senate)

Remarks by Chancellor Nick Zeppos

Summary of the State of University Athletics:
   David Williams, Vice Chancellor for University Affairs

New business

Good of the Senate

Adjournment


Voting Members absent: Judy Aschner (regrets), Beauchamp, Bradford, Braxton (regrets), Calico (regrets), Carbone, Floyd-Thomas, Fogo (regrets), Guthrie, Halpern (regrets), Hudnut-Beumler, Lukehart (regrets), Oppenheimer, Peek, Schwartz (regrets), Shields (regrets), Skaar, Smrekar, Tansey, Turner, and Wait (regrets).

Ex Officio Members present: Bandas, Damon, Fife, Paschal, Raiford, Roberts, Sweet, Wcislo, Williams, and Zeppos.
Ex Officio Members absent: Bernard, Fortune (regrets), McCarty, McNamara, Miller, Stalcup, Wente (regrets), and Wright.

The meeting was called to order at 4:10 p.m. by Chair Brian Christman.

Next Item on the Agenda – Approval of Minutes of October 7, 2010

Chair Christman asked for the minutes of 10/7/10 to be approved. He asked if there are any additions or corrections to the minutes. There were none. The minutes were approved unanimously.

Next Item on the Agenda – Report of Executive Committee

Chair Christman recognized the hard work of all the committee members. He reminded everyone that there is an executive committee liaison to all Senate committees. He thanked the Chancellor, Provost and Vice Chancellor for Health Affairs for making themselves available for discussion of university business.

He said that the executive committee’s recent work includes following up on the email privacy policy. He said that Vice Chancellor Balser and Provost McCarty are working on the final language, which will then go to the PEAF committee, and then on to the full Senate. He said that they are also discussing the issue of faculty office privacy, and that this would be a similar policy with a limited number of university officers who could approve any exceptions. He said that the Student Life committee continues to work on the issue of the Honor System. He said that there was great discussion at the last Senate meeting.

Chair Christman said that the Alcohol Task Force is coming together. He mentioned a recent study about alcohol that outlines the societal cost of alcohol. He said that Louise Hanson, Paul Ragan, Scott Rodgers, Anderson Spickard, Jr., Larry Dowdy, and Mary Yarbrough have all agreed to serve on this task force. He asked for other motivated volunteers for the task force to contact him.

He then turned the floor over to Chancellor Zeppos.

Next Item on the Agenda – Remarks by Chancellor Nicholas Zeppos

Chair Christman mentioned that we solicited questions from faculty senators for the Chancellor. We will open the floor for other questions after the submitted questions.

Chair Christman: What is your vision for Vanderbilt University?

Chancellor Zeppos: There is a strategic plan that is currently on the website. There are some recommendations that have been implemented, and some initiatives that have
failed. Why haven’t we done another one? My philosophy is that I don’t like to do plans unless we have some money for it. I think the next time you’ll see this kind of planning is when we finish this capital campaign.

Regarding the Medical Center strategic planning, when I was provost, I didn’t always agree with the planning that was done in this area. I would say that I struggled with the strategy of clinical enterprise in the Medical Center. I think Jeff Balser has articulated a research-based, cutting-edge strategic plan for the Medical Center now. We have to be one of the universities that dramatically transforms how healthcare is delivered in this country, and this is vitally important to Vanderbilt.

Regarding the social sciences, I think that the strategies have been mixed in terms of results. I think it’s essential that we attract and retain quality faculty in all departments. I think that the engineering schools is one of my priorities—to significantly enhance the quality of that school and create a stronger partnership with the Medical School and Nursing School. Graduate Education is a priority for me, as well. I am a big supporter of the tenure system.

Chair Christman: Can you talk about the university’s new process of linking health insurance premiums to income?

Chancellor Zeppos: We did it because we are aware of the lack of raises, and we thought it was the right thing to do. It wasn’t good for the morale of the staff to raise their insurance premiums without giving them a raise.

Senator Christina Karageorgou: I recently found out that our graduate students receive no benefits for their spouses or children. Is this true?

Chancellor Zeppos: Yes, this is true. We do offer it, but they have to pay for it.

Chair Christman thanked the Chancellor for his time.

Next Item on the Agenda – Summary of the State of University Athletics:

David Williams, Vice Chancellor for University Affairs

Chair Christman introduced Vice Chancellor Williams. Vice Chancellor Williams said that the four pillars of Vanderbilt Athletics are 1) academic success, 2) competitive success, 3) quality of the student experience, and 4) fiscal responsibility.

Academic Success: He showed a few different slides demonstrating Vanderbilt’s high academic success with their athletes. Competitive success: He showed a graph that demonstrated that Vanderbilt is competitive in the post-season NCAA competition within the SEC. Quality of the student experience: The quality of the student experience includes many hours of community service. Vanderbilt also emphasizes study abroad for the student athletes. He said that they made changes to make sure that the athletes can participate in study abroad.
Fiscal responsibility: He showed a slide with the budget of the athletic department. He also showed the expenses of the athletic department for FY 09-10. He thanked Patricia Marett and Brett Sweet for helping the department with their budget.

He talked about starting the Athletic Hall of Fame over the last few years. He mentioned the 2010 NCAA Self Study, a department leadership series, and the partnership with the University Athletics Committee. He also mentioned the FY 10/11 “Good to Great” goals of the athletic department. He said that they are looking at having the University Athletics Committee handle student scholarship appeals. He added that Provost Richard McCarty is now the Faculty Athletic Representative.

Chair Christman then opened the floor for questions.

Senator Lynn Ramey: Why don’t we have a volleyball team for women?
Vice Chancellor Williams: We aren’t financially sound enough to add a sport like volleyball. It is a money issue as well as a facility issue. We think it will happen in the future.

Vice Chair Bobby Bodenheimer: What are the current major challenges?
Vice Chancellor Williams: Football. It’s always going to be a challenge. We have to work very hard to get these students’ academics up to par. Facilities are also a challenge. We recruit 18 year-old kids who are impressed by big facilities. But we lead with Vanderbilt academics.

Chair Christman thanked Vice Chancellor Williams for his presentation to the Senate.

Next Item on the Agenda – Good of the Senate and Adjournment

Chair Christman asked for any new business or anything under “good of the senate.” Hearing none, he asked for a motion to adjourn, which was seconded.

Meeting adjourned at 5:34pm.

Respectfully submitted,

Robert E. Bodenheimer,
Vice Chair
Call to Order

Approval of Minutes of November 4, 2010

Report of the Executive Committee (Brian Christman, Chair of the Faculty Senate)

Presentation by Brett Sweet
    Vice Chancellor for Finance and CFO

Q&A with Vice Chancellor Jeff Balser

New business
    Confirmation of new Senate Parliamentarian

Good of the Senate

Adjournment


_Voting Members absent_: Benbow, Bradford, Collins (regrets), Conway-Welch, Fischer, Floyd-Thomas (regrets), Fogo (regrets), Gervais, Guthrie, Hudnut-Beumler (regrets), LeBlanc (regrets), Miller, Nanney, Oppenheimer, Peek (regrets), Schwartz (regrets), Smith (regrets), Smrekar, Wait (regrets), Yarbrough (regrets), and Yoder (regrets).

_Ex Officio Members present_: Bandas, Damon, Fife, McNamara, Miller, Paschal, Raiford, Roberts, Stalcup, Sweet, and Wente.

_Ex Officio Members absent_: Bernard, Fortune, McCarty (regrets), Wcislo (regrets), Williams, Wright, and Zeppos (regrets).
The meeting was called to order at 4:10 p.m. by Chair Brian Christman.

Next Item on the Agenda – Approval of Minutes of November 4, 2010

Chair Christman asked for the minutes of 11/4/10 to be approved. He asked if there were any additions or corrections to the minutes. There were none. The minutes were approved unanimously.

Next Item on the Agenda – Report of Executive Committee

Chair Christman mention some of the issues that the Senate executive committee continues to discuss and work on: 1) e-Discovery document/email privacy issue, 2) working to select a new Process Chair for the grievance process, and 3) working on the Honor Council structure issue through Student Life Committee. He then introduced Vice Chancellor and CFO, Brett Sweet.

Next Item on the Agenda – Presentation by Brett Sweet--Vice Chancellor for Finance and CFO

Vice Chancellor Sweet talked about the revenue sources across the university. He also showed the FY2011 Expense and Funding budget details. He said that most of the money is spent on people and things (faculty/staff salaries and supplies). He showed the results of the first quarter of FY2011. He showed the endowment returns over the last forty years. He said that next year will be challenging for endowment-dependent areas (FY12). He said that in FY13, we should come “out of the turn.”

Vice Chancellor Sweet showed the differences between endowment dependency among schools and colleges. He also showed that Vanderbilt depends less on their endowment than many universities. We have been extremely successful in winning ARRA awards (stimulus awards). But, he said that ARRA funds will begin to taper next year. The bulk of future funding is tied to transportation and energy projects, so it will be challenging for Vanderbilt. He said that NIH budget will be shrinking in real terms, and Vanderbilt gets much of its grant funding from NIH. He said that it’s not the brightest picture in terms of winning NIH awards.

He then gave an overview of the federal budget picture. He pointed out that the healthcare picture has to change at the federal level. He ended by saying that we will continue to focus on raising endowment funds, to measure risks, and to make appropriate trade-offs.

He then opened the floor for questions.

Chair Christman: What about real wages and how that affects the recession?
Vice Chancellor Sweet: Most economists just don’t know right now. It is a grand experiment.
Chair-elect Weintraub: Will we see changes in our students’ abilities to afford Vanderbilt?
Vice Chancellor Sweet: The student No Loan program has helped us to keep the enrollment level steady.
Dean Carolyn Dever: We have seen some issues with international students, but not domestic students.

Vice Chair Bobby Bodenheimer: Compare us to peer institutions.
Vice Chancellor Sweet: Good news: we weren’t as endowment dependent, so we didn’t need to have draconian budget cuts. And we hadn’t leveraged ourselves like others. We have also kept our cash flow working better than many of our peers. We are in a much better position to recruit faculty than many of our peers because of this.

Past Chair Cynthia Paschal: Have we seen a difference on the medical side in terms of patients’ ability to pay?
Vice Chancellor Sweet: We haven’t seen the uncompensated care rate rise like we thought we would. Insurers are playing games harder than they used to, though.

Chair Christman thanked Vice Chancellor Sweet for his presentation.

Next Item on the Agenda – Q&A with Vice Chancellor Jeff Balser

Chair Christman introduced Vice Chancellor Balser, and said that he has agreed to answer questions from the Senate.

Chair Christman: What’s your vision of the future of the relationship between the Medical Center and University Central?
Vice Chancellor Balser: One of our advantages is the ability for us to integrate the medical center with university central. The things that improve quality of care also drop the costs of healthcare. Looking at the whole university, we have started to implement these ideas. We have shared administration and that lets us consolidate and integrate our infrastructure costs (development, PR, etc.). The cost savings is not immediate, but you’re able to bend the growth curve of costs by functioning as one university.

Building the Life Sciences/Engineering building is a top priority. We need for the economy to remain stable so that we can do that. I feel optimistic about how we will be positioned in the future relative to our peer institutions.

Chair-elect Weintraub: How do we do in competing for nurses in a city where there are many hospitals?
Vice Chancellor Balser: We compete favorably. We do many staff surveys, and we know that we perform very well compared to other hospitals.
Chair-elect Weintraub: I would imagine that is a good way to keep costs down is to keep your employees happy.
Vice Chancellor Balser: Our turnover rate is about 12.5%. Three or four years ago, it was 15%. How do you interpret that? Is it the economy or job satisfaction? We don’t know exactly, but we do know that it is critical to train and retain our staff members. We track the 18 month retention rate. We have seen our numbers improve via Innovate programs (such as nurses’ residency program). I would love to see us get down to 10% turnover rate.

Senator Bridget Rogers: Impact of the 100 Oaks facility on the area seems to be huge. Have the clinics met your expectations?
Vice Chancellor Balser: They have exceeded our expectations. It was a grand experiment, and it succeeded. We have found out that we can manage a Vanderbilt Medical Center outpost and it can be successful. From the faculty perspective, we have groups on a waiting list to go out there. From the patient perspective, they have surveys showing that the patient satisfaction is very high for 100 Oaks. Preventative health care is where we want to go—these things have a huge impact on cost as well.

Senator Judy Aschner: How will changes to resident duty hour limits affect the Medical Center?
Vice Chancellor Balser: This is an important issue to discuss here. The prime directive of resident programs is education not patient care—it is important for the Faculty Senate to know this. We have to maintain the quality of the program. We will not increase faculty numbers to cover this. That wouldn’t meet our mission. I think this issue forces us to be more creative about how we use physician extenders. We will use all healthcare providers to the limit of their licenses.

Chair Christman thanked Vice Chancellor Balser for his time.

Next Item on the Agenda – New business—Confirmation of new Senate Parliamentarian

Chair Christman then thanked Bill Damon for his service as parliamentarian in the fall semester 2010. Chair Christman asked for a voice vote to endorse Senator Kass Kovalcheck as the Senate parliamentarian for the spring semester. He was approved unanimously.

Next Item on the Agenda – Good of the Senate and Adjournment

Chair Christman asked for any new business or anything under “good of the senate.” Hearing none, he asked for a motion to adjourn, which was seconded.

Meeting adjourned at 5:25pm.

Respectfully submitted,

Robert E. Bodenheimer,
Vice Chair
Call to Order

Approval of Minutes of December 2, 2010

Report of the Executive Committee (Brian Christman, Chair of the Faculty Senate)

Report of the Chancellor

New business

Motion to recommend mid-career development programs (Ann Price, Faculty Life chair)

Motion to endorse the new degree program in Biostatistics (Eric Skaar, APS chair)

Good of the Senate

Adjournment


Voting Members absent: Aschner (regrets), Beauchamp (regrets), Bradford, Braxton (regrets), Carbone, Carter, Collins, Conway-Welch (regrets), Does, Fischer (regrets), Floyd-Thomas (regrets), Galloway (regrets), Gervais, Guthrie, Hall, Halpern, Hyman (regrets), Lukehart (regrets), Miller, M (regrets), Moore, Oppenheimer, Peek, Schorn (regrets), Schwartz (regrets), Smith (regrets), Smrekar, Tansey, Turner, Weil (regrets), and Wait.

Ex Officio Members present: Fife, Fortune, McCarty, McNamara, Paschal, Roberts, Wcislo, and Zeppos.

Ex Officio Members absent: Bandas, Bernard (regrets), Miller (regrets), Raiford, Stalcup (regrets), Sweet, Wente (regrets), Williams, and Wright.
The meeting was called to order at 4:10 p.m. by Chair Brian Christman.

**Next Item on the Agenda – Approval of Minutes of December 2, 2010**

Chair Christman asked for any changes to the minutes of the December Senate meeting. Minutes were approved unanimously.

**Next Item on the Agenda – Report of the Executive Committee**

Chair Christman said that the Executive Committee continues to meet weekly. He recognized the Senate committee chairs and task force chair. He mentioned the Process for the Approval of New Academic Programs at Vanderbilt University—he said that this document would be up on the Senate website and the document will be a work in progress. He thanked the deans and associate deans for their work on this along with APS chairs Tony Weil, Lynn Ramey, and Eric Skaar.

**Next Item on the Agenda – New Business: Motion to endorse the new degree program in Biostatistics**

Dr. Jeffrey Blume gave background on the proposed degree program in Biostatistics. He then opened the floor for questions.

Vice Chair Bobby Bodenheimer: Why biostatistics and not just statistics?
Professor Blume: There was some discussion about this. We decided that the biostatistics program will be heavier on the methods than the theory.
BB: With a Ph.D. in biostatistics, will they be able to publish research?
Professor Blume: Yes.

Provost Richard McCarty: Is this a normal course load per semester for graduate students in biostatistics?
Professor Blume: This is normal for a biostatistics graduate degree.

Senator Benoit Dawant: Will you increase the size of your faculty?
Professor Blume: Our goal is to recruit more faculty members over the next several years—probably three or four more faculty members.

Chair-elect David Weintraub: How will these students be supported?
Professor Blume: Ph.D. students will be fully supported, and Masters students will pay their own way. We are hoping for a training grant for first-year Ph.D. students.

Senator Eric Skaar (APS chair) said that the APS committee thought that this was an excellent proposal for a new program.

Senator Skaar presented the motion to endorse this degree program. Chair Christman asked for a voice vote to approve. The motion passed unanimously.
Next Item on the Agenda – Report of the Chancellor

Chair Christman turned the floor over to the Chancellor for his Q&A. Chancellor Zeppos started with the topic of shared governance. He said that the most important thing about university governance is that administrators are faculty members, too. Does the university hire and bring in administrators who are faculty members as well? This is vital. All process should be faculty-driven. He told the Board of Trust that this should be your last search where it is not a faculty-driven process. He said that he is a firm believer that the mission of the university should be front and center of everything we do.

Another thing that is really important is deliberation and discussion. Anything we take on academically is through discussion and deliberation by the faculty. He said that he is also promoting more transparency with the numbers and finances.

Chancellor Zeppos said that the challenges we face are not insurmountable. He would ask that the faculty to have a more robust dialogue about the bigger picture. He appreciates when faculty members are looking at the bigger picture and not simply acting as a representative of their constituency. He said that faculty members should learn as much as they can about administrative work. He said that it is also important for the staff and faculty to learn more from each other. He mentioned that the Leadership Academy for faculty members will be starting fall 2011.

He concluded that the tricky part is bringing all of the groups (faculty, staff, students, alumni, medical professionals, etc.) into the governance model.

Chancellor Zeppos then opened the floor for questions.

Chair-elect David Weintraub: You have suggested a few times that members of the Board of Trust don’t understand what we do as a faculty.
Chancellor Zeppos: I don’t think so. But I think that the media does a disservice to research universities with their sensational stories. Tenure is the most perplexing idea to them, and the media doesn’t help in this regard.
Chair-elect Weintraub: Maybe the Board of Trust would benefit from knowing us better.
Chancellor Zeppos: I invite faculty to the Board of Trust luncheons. But the Board of Trust doesn’t want to sit around and socialize.
Chair-elect Weintraub: I meant working together on things.
Chancellor Zeppos: I try to put a trustee on search committees to work with faculty. One thing you have to be careful of is trustee overinvolvement in the running of the university. I look for more opportunities for engagement so that they can add to the value of the university. I’m a big believer in fiduciary responsibilities for Board of Trust members and not anything more.
Senator Agnes Fogo: Another model to approach this is to have the faculty engaged in the Board of Trust meetings. I think we could bring better value and perspectives to the Board of Trust. Other institutions have this model.
Chancellor Zeppos: We do that. We pick substantive topics and have faculty members come and present to the Board of Trust. We do this at almost every meeting. I’m a big supporter of educating them on these issues as opinion leaders.

Chancellor Zeppos also gave a quick history of the WRVU situation. In the 60s, a free speech issue arose, and Vanderbilt decided to not manage the media to make sure that we wouldn’t have a lawsuit. Vanderbilt Media is now in a separate corporation to insulate the university from liabilities. We don’t own it. And we don’t want to buy it, either.

Hearing no further questions, Chair Christman thanked Chancellor Zeppos.

**Next Item on the Agenda – New Business: Motion to recommend mid-career development programs**

Chair Christman introduced Senator Ann Price, chair of the Faculty Life committee. She thanked Senator Lillian Nanney (last year’s Faculty Life chair) for beginning the work on this issue. Senator Price gave a background of the work on this motion, and then presented it for a vote. Chair Christman asked for any discussion on this motion.

Chair-elect David Weintraub: Where does the expertise come to provide these training opportunities?

Senator Price: We have a lot of resources here—Dr. Penn’s office, the Office of Teaching and Learning, etc. It’s a matter of putting it together. Some other institutions have a year-long curriculum in this area.

Chancellor Zeppos: We have significantly improved Human Resources with Traci Nordberg here, and she could provide so much help with this. Also, I want to mention the Leadership Academy, and that we will have faculty members teach these topics. Any input you can give us on this project would be greatly appreciated. I also think it’s important that faculty members should be full professors before they take on administrative roles.

Chair Christman asked for a voice vote. The motion passed unanimously. Chair Christman thanked Senator Price for her committee’s hard work on this motion.

**Next Item on the Agenda – Good of the Senate**

Chair Christman asked for any information for the good of the senate. Hearing none, he asked for a motion to adjourn, which was received and seconded.

**Next Item on the Agenda – Adjournment**

Meeting adjourned at 5:29pm.
Call to Order

Approval of Minutes of December 2, 2010

Report of the Executive Committee (Brian Christman, Chair of the Faculty Senate)

Report of the Chancellor

New business

Motion to recommend mid-career development programs (Ann Price, Faculty Life chair)

Motion to endorse the new degree program in Biostatistics (Eric Skaar, APS chair)

Good of the Senate

Adjournment


Voting Members absent: Aschner (regrets), Atack (regrets), Balser (regrets), Beauchamp (regrets), Benbow, Bradford, Carter, Collins, Donaldson (regrets), Fischer (regrets), Floyd-Thomas, Galloway (regrets), Guthrie, Hall (regrets), Halpern, Hudnut-Beumler (regrets), Hughes (regrets), Hyman (regrets), Lukehart (regrets), Miller, M. (regrets), Moore (regrets), Nanney (regrets), Oppenheimer, Peek, Schwartz (regrets), Skaar (regrets), Tansey (regrets), Turner, Weil, Weintraub (regrets), Wait (regrets), Winder, and Young (regrets).

Ex Officio Members present: Bandas, Fife, Fortune, McCarty, Paschal, Raiford, Roberts, Wcislo, Wente, and Zeppos.

Ex Officio Members absent: Bernard, McNamara (regrets), Miller, Stalcup (regrets), Sweet, Williams, and Wright.
The meeting was called to order at 4:10 p.m. by Chair Brian Christman.

Next Item on the Agenda – Approval of Minutes of March 3, 2011

Chair Christman asked for any changes to the minutes of the March Senate meeting. Minutes were approved unanimously.

Next Item on the Agenda – Report of the Executive Committee

Chair Christman gave his report stating that the Executive Committee has talked with the administration about the campus smoking policy, the Abu Dhabi initiative, Honor Council, and tech transfer/OTTED. He said that they represented the Senate at the Spring Faculty Assembly and BOT meeting this month. Also, he reported that we will hold a past chairs and vice chairs luncheon on April 29 to find out from these faculty leaders what important issues are on their minds.

Next Item on the Agenda – Report of the Chancellor

Chair Christman then turned the floor over to Chancellor Zeppos. Chancellor Zeppos talked about student mental health issues. He said that we should talk about this topic all of the time—it is of utmost importance. He said that mental health for all students, faculty and staff is one of the issues that he cares most deeply about. He mentioned that in 2006, we worked with the Senate on this issue. There is no ‘one size fits all’ solution. The way we try to deal with this for undergraduates is by prevention and intervention. We take a proactive view in educating the parents and involving the family if we think they need to be involved. All staff members who work with students are trained in spotting mental health issues. He has encouraged every professor to go through this training. He thinks it’s important to know how to help these young people. He said that he puts mental health resources as a top priority in his financial plan.

Senator Mavis Schorn: What about part-time students?
Chancellor Zeppos: We can look at these gaps. We should be able to help everyone who asks for it.

Chancellor Zeppos said that he also visited Abu Dhabi recently. It was his due diligence to find out what the situation was. He said that this has to be something that’s very good for Vanderbilt. If we all say that we can make an impact and we want to do it, then we will. But there is more to come—no decisions have been made yet.

He said that faculty hiring this year is outstanding, and that we have superb junior and senior faculty joining the university. He said that we need to support graduate education, and we have put aside $100 million for the graduate education endowment. He said that we want to grow that by another $100 million over the next five years.

Chair Christman thanked Chancellor Zeppos for his remarks.
Next Item on the Agenda – Presentation from Traci Nordberg, Associate Vice Chancellor and Chief Human Resources Officer

Chair Christman introduced Associate Vice Chancellor Nordberg. She said that she views human resources at Vanderbilt as a journey. She said that the mode before was transactional and based on personnel. There is a new mode which is focused more on partnering. Human Resources had a firm do a study to help identify new models for service. Now there is mandate for change, and we are working on it. She said that there is now a new model of how we provide services—we will now have a single point of contact and expert centers. We also needed new infrastructure (key hires, technology, and process improvement). And, lastly, we have a new approach—more coaching, and different language. She showed the new service delivery model. She also mentioned what you can expect from the new HR: relief of administrative burdens, high standards for recruitment support, improved navigation of benefits, clear paths for how to solve problem and reliable turnaround times, and partnership on issues for faculty and staff. She then opened the floor for questions.

Senator Paul Yoder: Who is our single point of contact?
Associate Vice Chancellor Nordberg: As soon as your group is up and running, you will be notified.

Past Chair Cynthia Paschal: Is there an opportunity to provide retirement plan counseling independent of the retirement benefits companies?
Associate Vice Chancellor Nordberg: We have heard that the system in place is not meeting the current needs. We are working on this issue right now.

Chair Christman thanked Associate Vice Chancellor Nordberg for her presentation.

Next Item on the Agenda – Year-end report from Student Life (Mavis Schorn, chair)

Chair Christman turned the floor over the Mavis Schorn, chair of the Student Life committee. She went over the charges to her committee from the beginning of the year. She mentioned that they were charged at looking at the honor councils, which actually turned out to be more about the honor system. She said that this charge took up most of their time, so at this point they are still working on this issue. They expect it to carry forward to next year’s committee. She said that she met with Cindy Funk, Director of the Career Center. And the committee met with Susan Barge about the progress of the college halls initiative (Kissam). She opened the floor for any questions or comments.

Chancellor Zeppos: We are 95% there in terms of funding for Kissam. We hope to get Board of Trust approval in April.

Chair Christman thanked Senator Schorn for the report from the Student Life committee.
Next Item on the Agenda – Guns on campus motion (Executive Committee)

Chair Christman then presented the motion from the Executive Committee. He opened the floor for discussion.

There was an amendment to revise the wording of the motion slightly by Senator LeBlanc. Senator Smrekar seconded the motion to amend.

Amended motion:
“We, the Faculty Senate of Vanderbilt University, resolve that we oppose legislation that would alter current policy regarding guns on college campuses in the state of Tennessee. We fully support the resolution of the Faculty Senate of the Knoxville Campus of the University of Tennessee.”

Senator Bridget Rogers: Why are we doing this?
Chancellor Zeppos: We don’t want the government telling us what to do anymore than they do.

Senator Schorn: Does the law track with actual reduction in violence?
Chancellor Zeppos: Regardless of the data, do you want to put this on our list of things to worry about? I don’t.

Associate Vice Chancellor David Raiford: It is not illegal to have guns in your possession (in your car). We know that they are on the medical side in people’s cars, most likely, but they are not being carried around.

There was other discussion about this issue. The question was then called and a vote was taken.

Motion carried on a voice vote with one opposed.

Next Item on the Agenda – Good of the Senate

Chair Christman asked for any information for the good of the senate. Hearing none, he asked for a motion to adjourn, which was received and seconded.

Next Item on the Agenda – Adjournment

Meeting adjourned at 5:23pm.
Call to Order

Approval of Minutes of April 14, 2011

Recognition of Third-Year Senators

Report of the Executive Committee
Chair Brian Christman

Remarks by Chancellor Nicholas Zeppos

Elections for Senate Chair-elect and Vice Chair-elect

Year-end reports from standing committees

New Business
Motion from PEAF committee (Chair Terri Donaldson)

Presentation from Vice Chancellor Jeff Balser on Technology Transfer

Good of the Senate

Adjourn (reception to follow)

Voting Members absent: Atack, Beauchamp (regrets), Benbow, Bradford, Carbone, Carter, Collins, Conway-Welch, Dawant (regrets), Dever (regrets), Does, Floyd-Thomas, Guthrie, Lukehart (regrets), Moore (regrets), Oppenheimer, Peek, Schorn (regrets), Shields (regrets), Smrekar, Tansey, Wait (regrets), Weil (regrets), Winder (regrets), and Young (regrets).

Ex Officio Members present: Bandas, McCarty, McNamara, Miller, Paschal, Raiford, Roberts, Wente, and Zeppos.

Ex Officio Members absent: Bernard, Fife, Fortune, Stalcup (regrets), Sweet, Wcislo, Williams, and Wright.

The meeting was called to order at 4:10 p.m. by Chair Brian Christman.

Next Item on the Agenda – Approval of Minutes of April 14, 2011

Chair Christman asked for any changes to the minutes of the April Senate meeting. None were put forth. Minutes were approved unanimously.

Next Item on the Agenda – Recognition of Third-Year Senators

Third-year senators were recognized by Chancellor Zeppos. Chair Christman also recognized Cynthia Paschal and Jack Roberts’ service with plaques as outgoing past chair and past vice chair.

Next Item on the Agenda – Report of the Executive Committee

Chair Christman gave his report stating that the Executive Committee has talked with the administration about coordinating with committee chairs/reviewing potential motions, assisting administration in meetings with students about Middle East initiative, completing work on e-Discovery, and holding a very productive Past Chair-Vice Chair luncheon.

Next Item on the Agenda – Report of the Chancellor

Chair Christman then turned the floor over to Chancellor Zeppos.

Chancellor Zeppos thanked everyone on the faculty for their devotion and service to the university. He asked for any questions. Hearing none, Chair Christman thanked Chancellor Zeppos for his involvement in the Senate over the last year.

Next Item on the Agenda – Elections for Senate Chair-elect and Vice Chair-elect

Sal March ran unopposed and was elected as chair-elect. Judy Aschner was elected as vice chair-elect.
Next Item on the Agenda – Year-end reports from standing committees
Year-end reports were given from the following committees and task forces: Academic Policies and Services (APS), Faculty Life, Professional Ethics and Academic Freedom (PEAF), Senate Affairs, and the Task Force. All 2010-2011 year-end reports available online (http://www.vanderbilt.edu/facultysenate/commit.htm)

Next Item on the Agenda – New Business--Motion from PEAF committee (Chair Terri Donaldson)

Chair Donaldson gave a history of the motion on changes to the electronic privacy statement in the Faculty Manual, and then presented it to the Senate:

“The Faculty Senate commends Chancellor Zeppos, Provost McCarty, Vice-Chancellor for Health Affairs Balser, and the Office of the General Counsel for their serious consideration of the 2009/2010 PEAF Committee’s proposed changes to the Faculty Manual regarding privacy of faculty electronic records. We urge the development of policies and procedures that provide the strongest protections of individual privacy. In cases where legal compulsion or clear violation of University policy necessitate observation of faculty electronic records, said policies and procedures should be constructed so as to carefully limit the scope of investigation and use of results. We look forward to receipt this fall of a response to PEAF’s original proposal and commit to working with VU Administration to finalize relevant revisions to the Faculty Manual and accompanying procedures.”

She opened the floor for discussion, but there was none. Chair Christman then asked for a show of hands to pass the motion. Motion passed unanimously.

Next Item on the Agenda – Presentation from Vice Chancellor Jeff Balser on Technology Transfer

Chair Christman then turned the floor over to Vice-Chancellor for Health Affairs Jeff Balser for his presentation on Technology Transfer and the new formula for royalties’ revenue. Vice-Chancellor Balser told the Senate about the search process for the new Office of Technology Transfer and Enterprise Development (OTTED). He recognized Senator Eric Skaar for serving on the search committee for the new director, Alan Bentley. He said that we are committed to doubling the size of the OTTED office as soon as possible. He then shared the proposed formula for royalties’ revenue. The new formula takes out the portion for the OTTED office itself, and gives them a regular, fixed budget. The faculty portion will remain the same. The lab share will go away, and the faculty member can decide to share some of their portion with the lab.

He then opened the floor for questions.
A question was asked about a deadline for when this would be effective. Vice-Chancellor Balser replied that he hopes to have this start on July 1. Any existing license would fall under the existing rule (except for the OTTED office).

A motion was put up for a vote to suspend the rules for voting on this proposal at today’s meeting. The motion to suspend the rules passed unanimously.

A concern was shared about having a widespread conversation with the faculty about how this will affect the labs. Provost McCarty answered that this has all been shared with deans. He said that this new policy would only take effect with new licensing, so no current labs would be affected.

A motion was presented to approve this new royalties’ revenue formula and change the Faculty Manual going forth. The motion passed unanimously.

Next Item on the Agenda – Good of the Senate

Chair Christman asked for any information for the good of the senate. Hearing none, he asked for a motion to adjourn, which was received and seconded.

Next Item on the Agenda – Adjournment

Meeting adjourned at 5:27pm.