Call to Order

Approval of Minutes of January 12, 2016

Report of the Executive Committee

Remarks by the Chancellor

Standing Committee Reports

Ad Hoc Committee Reports

Old Business
  • Motion #1 - Consensual Relations

New Business
  • Motion #2 – Coalition on Intercollegiate Athletics (COIA)

Scheduled Remarks

Good of the Senate

Adjournment

Voting Members present: Ackerly; Benton; Cannon; Carnahan; Christenbery; Dewey; Finch; Fleming; Friedman; Goddu; Green; Greene; Guthrie; Heuser; Hopkins; Koutsoukos; March; Martin; McCammon; Miga; Norman; Oskay; Outlaw; Pearson; Reeves; Schildcrout; Stengel; Talbot; Walden; Wallace; Weintraub; Wooders; Wright; and Wuerth

Voting Members absent: Allos; Andrews; Bachman; Balser; Benbow; Brown; Chakravarthy; Chang; Christman; Cliffel; Fauchet; Haglund; Halevi; Johnson; Kim; Lowe; Luo; Massion; McCain; Merryman; Murphy; Robinson; Rohde; Segovia; Seymore; Shay; Smrekar; Trigo; Townes; Wait; Walsh; Weavind; Webb; Weil; and Wilson;

Ex Officio Members present: Bandas; Beasley; Cyrus; Geer; Hill; Kopstain; Lutz; Marnett; Price; Raghavan; Raiford; Wente; Williams; Willis; and Zeppos.
Ex Officio Members absent: Anderson; Brady; Carroll; Fortune; Hall; Hotchkiss; Miller; Pietenpo; Stalcup; and Sweet

Guests: Ruby Shellaway; Sheree Wright

Call to Order

Senator Charlene Dewey, Chair of the Faculty Senate, called the meeting to order at 4:15 pm.

Approval of the minutes of January 12, 2016

Chair Dewey asked for changes to and approval of the minutes. A Senator asked for a lot of edits to the minutes.

The Senator wanted Ed Saff and Doug Hardin to be recognized for their contributions to the Resolution Statement of Faculty Principles.

The Senator thought a page had been deleted and wanted a page reinserted into the December minutes.

The Senator wanted the last whereas to be removed from the UCC motion that came before the Senate in January.

The Senator wanted to include a statement about a technological issue that happened in the January meeting.

The Senator wanted it known that because of their efforts, the Chancellor and Provost received applause for their generosity during the January meeting.

The Senator stated again that they wanted a page to be reinserted into the December minutes. Chair Dewey and Vice Chair Heuser had looked at the December minutes and stated the December minutes had been approved and no changes would be made to the December minutes. Vice Chair will investigate the issues that were raised about the December minutes.

A motion was made to approve the minutes with changes. The motion was seconded. The motion passed by voice vote.

Report of the Executive Committee (EC)

Chair Dewey gave the following report of the Executive Committee (EC).
• Faculty Senate Communications – Chair-elect Geoffrey Fleming has been working to improve communications with MyVU and MyVUMC to increase visibility of the Engage newsletter. Dr. David Raiford in Faculty Affairs at VUMC has helped assure the newsletter goes to all VUMC employed faculty members. Chair Dewey thanked them for their efforts.

• Faculty wellness – There will be a task force on faculty wellness. More information about this will be discussed at the Senators Only Meeting in March. The Faculty Life Committee is working on this initiative.

• Savor Diversity – There were 10 events held in January with 185 possible participants. The breakdown by schools is as follows:
  - Engineering – 2
  - Graduate school – 1
  - School of Medicine – 5
  - Other – 2 (SkyVU and Dean of Students)
  - Senators (4) vs non-senators (6)

Dr. Andre Churchwell, Dean of Diversity at the SOM would like to adopt The Savor Diversity format for the SOM’s Gold Humanism Project. Chair Dewey thanked Vice Chancellor Hill for collaborating with the Faculty Senate on this initiative. She thanked everyone who participated and announced there is still time to host an event. The initiative will continue.

• Board of Trust (BOT) – The BOT meeting is February 10. Chair Dewey and Vice Chair Heuser will give an interim report focusing on VSG and Faculty Senate relationships, Innovations and teaching activities. They will also address a couple of challenges being faced by faculty. Any Senator with topics to add to the list was asked to let the Chair know. Vice Chair Heuser acknowledged that he and Chair Dewey have been invited to all strategic planning sessions of the BOT. They will be part of the strategic planning on graduate education and on land use. They will be communicating directly to the full BOT. This was seen as a positive sign of the deepening relationship regarding faculty governance. BOT leadership will change this year. The BOT will try to schedule a time to meet with the Faculty Senate as that change takes place.

• Elected Senators Only Meeting – March 2 at 3:00 pm. Chair Dewey will email a rankings list for Senators to rank their top 3 or 4 topics for discussion at that meeting.

• 2017-18 Leadership Orientation – A leadership orientation was held on January 18. Two new Senators attended along with Standing Committee Chair, Tom Christenbery. It was an orientation for the roles of Chair, Vice Chair as the formal Secretary of The Senate, and the relationship developed within the Executive Committee. Each EC member works within an area of their strength. All new Senators were asked to consider leadership in
Chair Dewey will send the information from the orientation to anyone who is interested.

- April – April will be a busy month.
  - Spring Assembly is April 6. Senator Teresa Goddu is the Spring Assembly speaker. Congratulatory applause was given to Senator Goddu.
  - Faculty Senate Meeting is April 13. Dr. Jeff Balser is the guest speaker.
  - The Faculty Senate and VSG joint meeting date will be announced at the March meeting.

- Reminders/basic housekeeping items – Chair Dewey reminded everyone to sign in when they come to meetings. That is how attendance is recorded. Anyone wishing to serve on a standing committee or on the EC was encouraged to let Chair Dewey know.

Chair Dewey called for questions. Hearing no questions, she proceeded to the next item of business.

**Remarks by the Chancellor**

Chancellor Zeppos began by discussing his mental health town hall meeting which was well attended and the talk by Kay Redfield Jamison on her bestselling classic, *An Unquiet Mind*. Jamison told the story of her challenges with mental illness and the stigma of, “There’s something wrong with me.” She aims to create equal environments. The Chancellor wants honest engaged discussions so that we can make progress. One thing Jamison emphasized was that mental health must be treated like it is curable. That is what makes it less discriminatory.

There is a Chancellor’s committee co-chaired by Donald Brady and Velma Murray to deal with the issue of mental illness and wellness for the Vanderbilt community given our capacity to discover and heal.

The Chancellor talked about his diversity, equity, and inclusion strategy. The report has many recommendations and lends insight into what we can do better. The report looks at the history of Vanderbilt and higher education. It adds structure to the challenges we have and reveals the complexity and historical backdrop that is woven into the institution. Vanderbilt will take sustained strong measures. Vice Chancellors have looked at their own domains and begun the conversations that will cascade down to clinics, departments, and student organizations. The goal is to find out what we can do better. Eric Kopstain, Brett Sweet, Susie Stalcup, John Lutz, and all Vice Chancellors are looking at themselves and their organizations patterns of behavior. We can see some progress.

The Chancellor continued.
• The university has started a Pipeline Project also called Academic Pathways to create post-doctoral fellowships for under-represented faculty. Conversations and actions have to occur.

• Hats off to the SOM for being #1 in under-represented Ph.D.’s in biomedical disciplines. We are ranked #1 in the country. The BRET office does a phenomenal job. We are looking to move the Bridge Program to other disciplines.

• The renaming of Confederate Hall sent a signal that things are changing.

• The Chancellor is working on a project named The History of Black Nashville with Susan Wente and Ifeoma Nwankwo, Fisk University, American Baptist College, and TSU, to look at the history in our own backyard. We have focused on Vanderbilt but missed the story of Nashville. This is important as we build more connections and Immersion experiences. Jane Landers has worked with this topic in depth.

• The wellness center is presenting itself in a more appropriate culturally diverse way. The Chancellor will discuss this more at the Spring Assembly.

• The Chancellor mentioned the environment in which we work. He and other university presidents wrote a respectful letter to the President of the United States. The faculty represents the value of the university, of equality, of inclusion, of rigor, of science, of debate, and of full opportunities when barriers are up. This is what the Chancellor stands for. This “is all hands on deck”. He is looking for value and support on core missions.

Chancellor Zeppos was asked how we can have all hands on deck. He responded that the Senatorial role is the opportunity to say what we stand for. We should promote a culture of discovery and rigor inclusion that fosters those discussions. This is how we get all hands on deck.

A Senator commented that there is a lot of pressure levied on universities to disinvite certain kinds of speakers. He confirmed what Vanderbilt is already doing, which is that we have different speakers that other campuses are not inviting or they are disinviting. Continuing to create a space in which people with whom we may disagree can come, speak, and be heard is not trivial. We cannot take this for granted.

The Chancellor further expressed that we have to continue finding our core values to build a safe inclusive community.

A Senator announced that if people are looking for concrete action they can take, the Indivisible Movement is a great place to start. They have a website and was formed by two former congressional staffers who looked at what worked for the Tea Party.

The Association of Black Alumni is becoming more engaged. They are coming back for a special weekend. Chancellor Zeppos just appointed a group of alumni called Dores of
Distinction Alumni. They are thirty-five Vanderbilt graduates who will come back to talk about their Vanderbilt experiences.

His remarks then focused on the Academic Strategic Plan within the following four areas:

- Undergraduate Residential Experience
- Trans-Institutional Programs
- Education Technologies
- Healthcare Solutions

He discussed growing Immersion, theory, practice, and work to increase the size of the platform. He is looking for help and grassroots ideas. This information can be found on the Strategic Planning website. (http://vanderbilt.edu/strategicplan/)

Chair Dewey thanked the Chancellor for his remarks. She had spent about thirty-five minutes on the Strategic Planning website and gave kudos for all of the amazing things that are going on at Vanderbilt. Strategic Planning is on the list of things to rank for the Senators Only meeting. She encouraged The Senate to check out the webpage.

Chair Dewey proceeded to the next item of business.

**Standing Committee Reports**

Chair Dewey called for reports from committee chairs. The chairs gave the following reports:

- Gayle Shay, Academic Policies and Services was absent. No report was given.
- Scott Pearson, Faculty Life reported that they are developing a faculty survey on wellness and mental health. The hope is that it will compliment and inform other campus initiatives. For diversity, equity, and inclusion, their focus is looking at the promotions and tenure process and how that effects retention and recruitment of faculty, given the diversity report. They have been looking at a faculty club or a faculty association concept. They envision it as a common space where faculty may meet, and where trans-institutional programs and ideas can flourish, which would require accessible space.
- Tom Christenbery, Grievances had nothing to report.
- Kevin Murphy, Senate Affairs Chair was absent. No report was given.
- David Cliffel, Student Life Chair was absent. No report was given.
- Xenofon Koutsoukos, Strategic Planning and Academic Freedom Task Force Chair had nothing to report.
- Myrna Wooders, Faculty Manual Committee had the Consensual Relations Motion from January. Chair Dewey verified by electronic ballot if a quorum was present. There were thirty-three responses. The Senate did not have a quorum to vote. The report noted that
at the April Faculty Senate meeting, they will look at Part IV, having to do with Disciplinary Actions and Grievances. If anyone has comments or wants to look at that on the web portal it is encouraged.

Chair Dewey announced that the quorum change cannot happen until after the Spring Assembly vote.

Chair Dewey moved to the next item of business.

**Scheduled Remarks**

- Susan Wente, Provost  
  Vice Chancellor for Academic Affairs

Provost Wente had four questions to answer that were received via the Faculty Senate portal.

1. **Please discuss the implications for Immersions as it relates to faculty and the endowed chairs.**

   Immersion Vanderbilt calls for each undergraduate student to participate in an intensive learning experience that takes place in and beyond the classroom and culminates in the creation of an academic project. It was designed and developed by 60 faculty over two years. This is a Quality Enhancement Plan (QEP). It has been vetted through town halls, roadshows, faculty, and school governance committees. Fall 2018 students will have Immersion Vanderbilt as a path. There will be pre-Immersion work, the Immersion experience, and the Immersion project.

   Immersion Vanderbilt has four pathways.
   - International
   - Civic and professional
   - Creative Expression
   - Research

Financial Support

- Philanthropy
- Funds directed to schools with allocation based on a plan developed by the school
- Resources for central support and advising

Immersion and the Undergraduate Residential Experience

- Interconnected and rely on faculty support
  - iSeminars in the Commons
  - Faculty Heads of House
- Building out the College Halls
Vanderbilt Barnard under construction planning for West End

- Graduate and Professional Housing planning
- Stevenson 6 will be replaced.

2. What is the current progress/outcomes of TIPS?

The Provost encouraged everyone to visit the Provost Office blog called VU BreakThru which chronicles progress made by faculty involved in TIPs, University Courses, Discovery Grants and Research Scholar Grants. The Provost’s blog highlights the work of the faculty.

3. Please provide your thoughts and insight into the future of on-line education at Vanderbilt and the roles faculty will be encouraged/forced to take in on-line education. How will this influence faculty time and compensations?

Every school and college decides what is best for them. The models of compensation vary by type and by school. This is driven by the faculty and deans. One size does not fit all. Online provider contracts must be in Vanderbilt’s favor.

4. What is the status of unionization efforts amongst non-tenured faculty?

Service Employees International Union (SEIU) is attempting to organize the university’s graduate students and non-tenured track faculty, including adjuncts. Faculty Forward an affiliate of SEIU is from whom the university has received messages concerning non-tenured track faculty.

Unionization is based upon employment; VU employed faculty vs VUMC employed faculty. The university respects everyone’s right to freedom of expression. No member of the university will suffer harm or retaliation for their union beliefs or union support. The university is developing a position in regard to the unionization of our graduate students in particular because those unionization efforts have the potential to significantly change the relationship between the faculty and mentor and to potentially change students’ educational training while they are here.

Some generic union material has been distributed. The material is not specific to non-tenured track at Vanderbilt. The university is committed to addressing the concerns of all employees, and students. Each school is studying how it engages with their graduate students and non-tenured track faculty. More information will be forthcoming at a later time. Questions about graduate student unionization efforts may be addressed to Mark Wallace. Questions regarding unionization of non-tenured track faculty in the Provost area may be addressed with John Geer and the dean of each respective school.

A Senator commented that the Provost website is terrific. It is full of great information. Applause were given to the Provost. She informed the body that her office just got a new IT platform to facilitate the submission of TIPS, Discovery, and everything. InfoReady is the new platform and it is a great new tool being used to collect better data.
Vice Chair Heuser added to the remarks that the EC has been hearing increasingly from faculty about the responsiveness of the Provost and her office. Regarding her efforts to increase communications with faculty, and Senators, she has been outstanding. He thanked the Provost for being an advocate for faculty and for all of her incredible work.

**Old Business**

Chair Dewey had skipped over this item. There was no old business from the EC.

**New Business**

Chair Dewey had skipped over this item. There was no new business from the EC. It will be held until the next regular meeting in April.

**Good of the Senate**

Jeff Balser is the next guest speaker. Padma Raghavan comes after that. Chair Dewey encouraged everyone to send questions through the portal so speakers can respond appropriately.

A Senator pointed out that three things were wrong on the Project Safe website. Dean Mark Bandas made note of the Senator’s concerns so that he could address them.

**Adjournment**

A motion was made to adjourn. The motion was seconded.
The meeting adjourned at 5:30 pm.

Respectfully submitted,
Brian L. Heuser
Vice Chair