Call to Order

Approval of Minutes of December 8, 2016

Report of the Executive Committee

Remarks by the Chancellor

Standing Committee Reports

  Motion 1 – Succession
  Motion 2 – Quorum
  Motion 3 – Diversity, Equity, and Inclusion
  Motion 4 – UCC
  Motion 5 – Faculty Awards
  Motion 6 – Consensual & Familial Relationships

Ad Hoc Committee Reports

Old Business

New Business

Scheduled Remarks

Good of the Senate

Adjournment

Voting Members present: Allos; Cannon; Carnahan; Chakravarthy; Christman; Cliffel; Dewey; Fauchet; Finch; Fleming; Friedman; Goddu; Green; Greene; Haglund; Halevi; Heuser; Hopkins; Johnson; Kim; Koutsoukos; Luo; March; Martin; McCammon; McCoin; Merryman; Murphy; Outlaw; Pearson; Reeves; Robinson; Schildcrout; Shay; Stengel; Trigo; Wallace; Weavind; Weil; Weintraub; Wooders; and Wright
Call to Order

Senator Charlene Dewey, Chair of the Faculty Senate, called the meeting to order at 4:10 pm.

Approval of the minutes of December 8, 2016

Chair Dewey asked for approval of the minutes. A motion was made by Senator Friedman and seconded by Senator Weintraub to approve the minutes. A Senator asked if the changes to the minutes had been posted. They had been posted to the portal. The motion passed by voice vote.

Report of the Executive Committee (EC)

Chair Dewey gave the following report of the Executive Committee (EC).

Faculty Resolution – Chair Dewey was most appreciative of Vice Chair (VC) Heuser and Administrative Manager, Debbie Hayes for their work publicizing the Faculty Resolution from December’s meeting. The resolution went out to numerous parties and the student response was overwhelmingly supportive and appreciative. She acknowledged the expeditious efforts of all those members who helped bring the resolution to life. Professor Wooders added the name of Ed Saff to be recognized. It was he and Doug Hardin who originally proposed the resolution. The 5 points of the resolution flesh out exactly the 5 points of Professors Hardin and Saff. The EC is grateful to The Senate for passing the resolution.

Senator Recognition – The Faculty Senate celebrated the holidays with a luncheon on Friday, December 16. Senators who went above and beyond during the first semester were recognized. Certificates of appreciation were given to Senators Pearson, Koutsoukos, Ackerly, Outlaw, and Heuser. Ex-officio members Willis and Price also received certificates. Thanks was given to everyone who attended the luncheon. Kudos was given to Dean Fauchet, [Vice Chancellor Hill], and General Counsel, Audrey Anderson for attending. Kudos also went to Debbie Hayes for her efforts in planning the event.
Standing Committee Chairs Retreat – The EC and Standing Committee Chairs mid-year retreat was held Wednesday, December 14. Discussed at the retreat was the status of activities for most of the standing committees and succession planning for those committees with third year senators. Chairs are working hard to accomplish the charges posed to their committees.

Wellness and Mental Health -The EC initiated discussions to implement a mental health task force. Last month’s Engage article focused on substance use disorders. The January issue will focus on mental health depression and anxiety.

Savor Diversity – This is a collaborative effort with the Faculty Senate and the Office for Diversity, Equity and Inclusion. Chair Dewey proposed this as a challenge for all Senators. Positive feedback has been received from VUMC faculty. Participants who do not want to organize their own event are invited to the one Chair Dewey is hosting in her area. It is at the Center for Professional Health, 1107 Oxford House, on Monday January 16 at 1 pm.

Reminders/announcements – Provost Susan Wente will be the guest speaker for the February Faculty Senate Assembly meeting.

The Consultative Committee will meet to review nominees for the spring faculty awards. The meeting is Wednesday, January 18 at 1:00 pm in 306 Rand.

New leadership training will be on Wednesday, January 18 at 2 pm in 306 Rand. The purpose is to engage those who are interested in Faculty Senate leadership positions and provide insight into EC and standing committee leadership activities. Everyone is welcome to attend. Information will be in the next Engage.

Those not receiving Engage or who knows of colleagues not receiving Engage were asked to contact Debbie Hayes.

Elected Senators Only Meeting is March 2, 2017. Requests for agenda topics will be sent to all Senators. The time is 3:00 pm to see if we can have a better attendance rate.

April 13 Faculty Senate Assembly meeting will be joined by Vanderbilt Student Government.

I Support Inclusion – will feature a Faculty Senate video/photostory supporting diversity and inclusion at Vanderbilt. It will also feature pictures and examples from faculty members supporting inclusion and valuing safety at Vanderbilt.

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

Remarks by the Chancellor

Chancellor Zeppos remarked that he had no remarks. He had been asked to cede his remarks. Chair Dewey responded that she was good with that if he was good with that.
Chair Dewey called for questions. Hearing no questions, she proceeded to the next item of business.

**Standing Committee Reports**

Chair Dewey called for reports from committee chairs. The chairs gave the following reports: Senator Kevin Murphy, Senate Affairs Committee (SAC), thanked Past Vice Chair (PVC) Price for her contribution. He thanked the members of the SAC for their work on the three motions he stood before the Senate to present.

Presented by Senator Kevin Murphy, Chair, Senate Affairs Committee (SAC)

**Senate Affairs Committee**

Kevin Murphy, A&S, Chair
Ann Price, School of Medicine (Executive liaison)
William Robinson, Engineering
Andy Finch, Peabody
Pierre Massion, Medicine
Jonathan Schildcrout, Medicine
Peter Martin, Medicine

**Motion 1 – Succession Motion**

Whereas the Vanderbilt Faculty Senate Constitution Article II, Organization, Section 2 currently states: “At the last regularly scheduled meeting of the Senate each year, the Senate shall elect a Chair-elect and a Vice Chair-elect (not from the same School or College) from among those elected members who at that time are in their first year of service in the Senate. [2006] The persons elected shall at that time become members of the Executive Committee, shall succeed to the offices of Chair-elect and Vice Chair-elect the following July first, and shall succeed to the offices of Chair and Vice Chair on July first of the year following their election. [2004] [2006] The Senate shall have the power to fill vacancies and to resolve questions of eligibility for these offices. In the event of a permanent vacancy in any of the offices, an election shall be held at the next Senate meeting to fill the vacancy. [1989]” and

Whereas the Vanderbilt Faculty Senate Constitution Article II, Organization, Section 2 requires further clarification to address vacancies that occur during times of the year when a meeting cannot be held for practical reasons (e.g. during Summer break).

Be it resolved that the Vanderbilt University’s Faculty Senate Constitution paragraph (Organization, Section 2) be amended by addition to read:

. . . The Senate shall have the power to fill vacancies and to resolve questions of eligibility for these offices. In the event of a permanent vacancy in any of the offices, an election shall be held
at the next Senate meeting to fill the vacancy. [1989] “Until such special election, the vice-chair of the Faculty Senate serves as acting chair. In the case that the vice-chair cannot serve, then the past chair will serve as acting chair until the election is held.”

The wording is based on examination of peer institutions who have dealt with these issues. Chair Dewey opened the floor for discussion. There was no discussion and no debate.

Chair Dewey called for a vote on Motion 1 by electronic ballot. A mock vote was taken to ensure a quorum was present. There were 40 electronic responses.

The Voting proceeded: Tally: 40 affirmative, 0 opposed, 0 abstentions. The motion was adopted.

**Motion 2 – Quorum Motion**

Whereas the Vanderbilt Faculty Senate Constitution Article II, Organization, Section 1 currently states: “A majority of the voting members of the Senate shall constitute a quorum” and

Whereas attendance at the meetings of the Vanderbilt Faculty Senate have not reached a majority of thirty-six in five meetings since fall 2013 (at the times votes were taken),

Be it resolved that the Vanderbilt University’s Faculty Senate Constitution paragraph (Organization, Section 1) be amended by addition and deletion to read:

“The Senate shall meet at least four times each year, normally during September, December, March, and May. Additional special meetings may be called at the discretion of the Chancellor, or the Chair of the Senate, or upon written request of any eight members of the Senate. A The number equivalent to a simple majority of the voting elected members of the Senate shall constitute a quorum. All meetings of the Senate shall be open to members of the Faculty Assembly, to the chief administrative officers, and to other persons invited by Senate action, except as provided in section 2d below. [1982]”

Chair Dewey opened the floor for discussion.

A Senator asked since this is a change to the Senate constitution, does this take effect immediately?

Chair Dewey responded, that the motion would be disseminated to the general assembly and a vote would be taken at the Spring Assembly meeting. This applies to the Succession Motion as well.
A Senator noted that it sounded like the motion referred to elected members. Sixty elected members meant that thirty-one elected members were needed, which was half plus one. It was further noted that the deans are doing better with attendance than the elected Senators.

SAC Chair Murphy responded that if the deans are there, they can be counted in the thirty-one. PVC Price clarified that “the equivalent of” wording was chosen to see if thirty-one people are available to vote. This wording allows for the possibility of appropriations numbers changing in the future.

Chair Dewey called for a vote on Motion 2 by electronic ballot.

The Voting proceeded: Tally: 40 affirmative, 0 opposed, 0 abstentions.
The motion was adopted.

**Motion 3 – Diversity, Equity, and Inclusion Motion**

Whereas the Executive Committee of the Faculty Senate is working closely with Dr. George Hill, Vice Chancellor of Diversity, Equity, and Inclusion to integrate DEI considerations into every aspect of our proceedings, and

Whereas the Rules of Order, Section IV establish the following standing committees: Academic Policies and Services, Faculty Life, Faculty Manual, Grievances, Senate Affairs, Student Life, and Strategic Planning and Academic Freedom, and

Whereas there is not currently a Diversity, Equity, and Inclusion Committee and

Whereas it has been stated that “The Faculty Senate standing committee on DEI would identify Faculty Senate specific issues/tasks as well as liaise with the established DEI officers in the university to encourage the flow of information to and from the faculty and the administration.”

Be it resolved that:

The Rules of Order, Section IV be extended to include “h. Diversity, Equity and Inclusion” and that the charge of the committee be as follows: “To be concerned with policies that will ensure considerations of diversity, equity and inclusion in the Faculty Senate and in the University.”

Chair Dewey called for a vote on Motion 3 by electronic ballot.

The Voting proceeded: Tally: 38 affirmative, 1 opposed, 2 abstentions.
The motion was adopted.

Chair Dewey call for a report from the Faculty Manual Committee (FMC).
Senator Myrna Wooders, Faculty Manual Committee (FMC), had three motion to present before the Senate.

Presented by Senator Myrna Wooders, Chair, Senate Affairs Committee (SAC)

**Faculty Manual Committee**  
Myrna Wooders, A&S, Chair  
Geoffrey Fleming, School of Medicine (Executive liaison)  
Senta V. Greene, A&S  
Benigno Trigo, A&S  
Tony Weil, SOM  
Duco Jansen, Engineering (ex-officio)  
Becky Keck, Nursing (ex-officio)  
Richard Willis, Owen Graduate School of Management (ex-officio)

**Motion 4 – UCC Motion**

Whereas Part I, Chapter 5 of the Faculty Manual dictates that all changes to the Faculty Manual are to follow the procedure described in Part I, Chapter 5 of the Manual,

Whereas the following has now been circulated to the Faculty Senate and placed before the University faculty for comment,

Whereas “the Faculty Senate” was included in the following paragraph in the Faculty Manual from at least 2003 up until the spring of 2012 when it was removed,

Whereas during the last academic year the Chair and Vice Chair of the Faculty Senate brought to the attention of the Board of Trust, the Chancellor and the Provost, the need to “undo” the spring 2012 changes to Part III, Chapter 3,

Be it resolved that in the following paragraph from Part III, Chapter 3 of the current Faculty Manual, describing the University Conflicts Committee periodic review of the Conflict of Interest Policy,

“The Committee shall review this policy periodically and may make amendments to the policy, in consultation with the Office of Conflict of Interest and Commitment Management, the Office of Compliance, and the Office of General Counsel, by a majority vote of all current Committee members.”

Be revised as below to again include the Faculty Senate:

“The Committee shall review this policy periodically and may make amendments to the policy, in consultation with the Faculty Senate, the Office of Conflict of Interest and Commitment...
Management, the Office of Compliance, and the Office of General Counsel, by a majority vote of all current Committee members.”

The Chair of the Faculty Senate shall inform the full Senate and the Chancellor of the outcome of this vote.

Senator Wooders revised the motion. The last “whereas” was removed from the motion since it would add to the time for discussion and was not necessary.

Chair Dewey opened the floor for discussion.

A Senator asked what the word “vote” referred to in the last sentence. It was asked if it referred to votes by the UCC. It was further asked if the last sentence was part of the motion.

VC Heuser explained that the sentence meant votes taken by the UCC. Senator Wooders further revised the motion to remove the last sentence.

Chair-elect Fleming made a motion to amend the main motion. The amendment required a redaction of the last sentence. He put the motion forth. The motion was seconded.

A Senator adding clarity said that since the sentence being discussed was not in blue, it did not represent a change. He asked if it the sentence was in the manual currently. Senator Wooders responded that the last sentence is not in the Faculty Manual. It is language that was used in past motions.

The validity of the motion was asked of Faculty Senate Parliamentarian, Donald Brady. He agreed that chair-elect Fleming followed the Rules of Order by making a motion to amend.

Chair Dewey pointed out that the motion also read “…” and placed before the University faculty for comment” which may not be an accurate statement. She asked if that sentence could be removed. Senator Wooders felt that the information had been posted and made available to all faculty. Parliamentarian Brady clarified that if the full faculty had access and were asked to comment, the motion stands. Senator Wooders stated if this is a problem with the motion, it is a problem with everything that has been done. According to the Rules of Order, the Faculty Senate must place things before the whole faculty.

A Senator suggested that one way to resolve this problematic issue is to insert a statement on the portal that faculty are invited to comment on anything that is posted there.

Another Senator wondered how one would know to check the portal.

VC Heuser stated the Engage newsletter is distributed to all faculty. In every edition of Engage, all faculty is invited to the portal and asked to comment. Engage encourages anonymous
feedback via the portal. If Senators know things are on the portal and review them, the schools should review them too. It is the job of Senators to ask for comments from the schools.

A Senator stated that this motion was confusing because it had a lot of unnecessary stuff.

Parliamentarian Brady confirmed that the voted upon motion would be the motion to amend put forth by Chair-elect Fleming.

There was a technological issue. While that issue was being resolved, a Senator asked Senator Wooders to what she was referring in the withdrawn paragraph. Senator Wooders explained that in the spring of 2012 there were numerous, substantial changes to Part III, Chapter 3 and related changes throughout the Faculty Manual. According to all documents available, these changes were not brought to the Faculty Senate, as is required by Part I, Chapter 5. She invited anyone who wanted to talk further about these issues to let her know.

General Counsel, Audrey Anderson, Chair of the University Conflicts Committee announced that she would be happy to give any Senator a list of the faculty members on the committee so that they could get a better understanding of their work and what they do. Senators may talk to any faculty member on the committee. She is also available to anyone who would like to speak with her.

Chair Dewey called for a vote on the amended Motion 4 by electronic ballot. The amended motion removed the last bullet and removed the last sentence.

The Voting proceeded: Tally: 36 affirmative, 0 opposed, 2 abstentions. The motion was adopted.

Senator Wooders continued to discuss the importance of Motion 4 as it brought to the Senate for the first time the spring 2012 changes. A Senator pointed out that the vote had been taken and it was time to move on.

**Motion 5 – Faculty Awards Motion**

Whereas Part I, Chapter 5 of the Faculty Manual dictates that all changes to the Faculty Manual are to follow the procedure described in Part I, Chapter 5 of the Manual,

Whereas the Chancellor, the Provost, and the members of the Faculty Manual Committee agree that Part 5: Awards of the Faculty Manual was in need to updating and modification of the amounts of several of the awards,

Whereas the following has now been circulated to the Faculty Senate and placed before the University faculty for comment,
Be it resolved that in the following revision of the current version of the Faculty Manual, be replaced by the attached revision.

**Part V Faculty Awards**

Faculty are at the core of what makes universities exceptional – our research, teaching, advising, mentoring, healing and service form the essential intellectual energy of Vanderbilt. Recognizing profound faculty contributions across these domains is an important aspect of our University’s culture and traditions.

The faculty awards described here are University-wide, or across schools in the case of the teaching awards. Other faculty awards are made within individual schools and colleges.

**Harvie Branscomb Distinguished Professor Award**

The Harvie Branscomb Distinguished Professor Award is made to a full-time, regular faculty member without restriction as to age, rank, or school, for distinguished accomplishment in furthering the aims of Vanderbilt University.

In defining the character of the award, the original committee stated:

The purpose of the award should be to recognize, and thereby to encourage in others, that combination of talents and achievements that we identify as desirable in the University faculty member: creative scholarship, including accomplishment in the creative arts and artistic performance; stimulating and inspiring teaching that results in learning of a high order; and service to students, colleagues, the University at large, and society at large. The award should be made for the total contribution and not solely for notable accomplishment in any single or narrow aspect of University endeavor. Neither shall long service nor promise of future accomplishment be a prime factor in the selection.

The award was established in 1963 to honor retiring Chancellor Harvie Branscomb. It is endowed with funds contributed by members of the faculty. The winner receives a cash award of $5,000, an engraved silver tray, and official designation as Harvie Branscomb Distinguished Professor for one academic year. Announcement is made at the Spring Faculty Assembly.

Members of the Faculty are invited to submit nominations to the Faculty Senate. The Faculty Senate Consultative Committee reviews the nominations and makes recommendations to the Provost. Final selection is made by the Chancellor in consultation with the Provost.

**The Alexander Heard Distinguished Service Professor Award**
The Alexander Heard Distinguished Service Professor Award was created on the occasion of the retirement of Chancellor Heard in 1982. It is endowed with funds contributed by faculty, staff, and others.

The title is conferred upon a full-time faculty member, regardless of rank or school, for distinctive contributions to the understanding of problems of contemporary society. The purpose of the award is to encourage, recognize, and honor faculty members’ contributions to the analysis and solution of contemporary social problems, broadly construed. Contributions may take the form of teaching, writing, basic or applied research, and consultative or other forms of service. Announcement is made at the Spring Faculty Assembly.

The recipient carries for one year the title Alexander Heard Distinguished Service Professor, and receives a $5,000 cash award and an engraved silver tray.

Members of the Faculty are invited to submit nominations to the Faculty Senate. The Faculty Senate Consultative Committee reviews the nominations and makes recommendations to the Provost. Final selection is made by the Chancellor in consultation with the Provost.

Selection is made by the Chancellor, upon recommendation by the Provost, who requests nominations from the faculty councils or executive committees of the various schools and the Faculty Senate. The Executive Committee of the Faculty Senate has the responsibility of reviewing the nominations and proposing nominees to the Provost.

The Madison Sarratt Prize for Excellence in Undergraduate Teaching
The Ellen Gregg Ingalls Award for Excellence in Classroom Teaching

Two teaching awards are made annually at the Spring Faculty Assembly. They are the Madison Sarratt Prize for Excellence in Undergraduate Teaching and the Ellen Gregg Ingalls Award for Excellence in Classroom Teaching.

Each recipient receives a cash prize of $5,000 and an engraved pewter Washington Camp Cup. Names of winners of the Madison Sarratt Prize are mounted on a permanent plaque in the Sarratt Student Center.

The Madison Sarratt Prize for Excellence in Undergraduate Teaching was established by the Board of Trust in 1964 and is supported by Living Endowment funds contributed by alumni. The Ellen Gregg Ingalls Award for Excellence in Classroom Teaching was endowed by the Ingalls Foundation of Birmingham, Alabama, in 1965.

Final selection for both awards is made by the Chancellor on the basis of nominations made online by undergraduates of all schools and colleges. Students are asked to rate a nominee according to the nominee’s concern for an individual student’s learning, the organization and engagement of classroom presentation, the clarity and fairness of criteria for awarding grades, and accessibility and helpfulness outside of class.
Final selection for both awards is made by the Chancellor on the basis of nominations made online by graduating seniors of the undergraduate schools and with advice of the designated honor societies. In addition, chairs of departments with top-ranking candidates are asked to summarize student evaluations of undergraduate courses taught by these candidates.

**The Thomas Jefferson Award**

The Thomas Jefferson Award is made annually “for distinguished service to Vanderbilt through extraordinary contributions as a member of the faculty in the councils and government of the University.”

The award is presented by the Chancellor at the first meeting of the Fall Faculty Assembly, which officially begins each academic year. The prize carries with it an engraved pewter goblet and $5,000 each.

The recipient is named by the Chancellor on the basis of nomination of the Consultative Committee of the Faculty Senate. Faculty members in all schools are eligible. The Thomas Jefferson Award is endowed at several universities by the Robert Earl McConnell Foundation. It was first established at the University of Virginia in honor of that institution’s founder. It has been presented at Vanderbilt since 1967.

**The Earl Sutherland Prize for Career Achievement in Research**

The Earl Sutherland Prize for Career Achievement in Research was established by approval of the Board of Trust at its spring meeting of 1976.

The recipient is chosen annually by the Chancellor in consultation with the Provost, on the basis of nomination of the Faculty Research Awards Review Committee. The competition is University-wide. The prize consists of $10,000 $5,000 and an engraved pewter julep cup, and the winner’s name added to a silver bowl following a famous design by Paul Revere. The recipient keeps the bowl for a year. Announcement is made during the Fall Faculty Assembly fall meeting of the Board of Trust.

**Joseph A. Johnson, Jr., Distinguished Leadership Award**

The Joseph A. Johnson, Jr., Distinguished Leadership Professor Award recognizes faculty leadership in equity, diversity, and inclusion. It is awarded at the Spring Faculty Assembly to full-time, regular faculty member for distinguished leadership at Vanderbilt University. In 1954, Johnson became the first African American to earn a Vanderbilt degree, the bachelor of divinity. He also was the first African American to earn a doctoral degree, the Ph.D., in 1958. Established in 2016 by Chancellor Nicholas S. Zeppos, the Johnson Award recognizes a faculty member whose contributions to the university have enhanced equity, diversity, and inclusion in the university’s academic endeavors. It recognizes, and thereby inspires in others, initiatives related to diversity and inclusion in the university community, and efforts to support equity for faculty,
students, staff, and alumni. The winner will receive a cash award of $5,000, an engraved silver tray, and official designation as Joseph A. Johnson, Jr., Distinguished Leadership Professor for one academic year.

Members of the Faculty are invited to submit nominations to the Faculty Senate. The Consultative Committee will review nominations and make recommendations to the Provost and the Vice Chancellor for Equity, Diversity, and Inclusion. Final selection will be made by the Chancellor in consultation with the Provost and the Vice Chancellor for Equity, Diversity, and Inclusion. The announcement will be made during the Spring Faculty Assembly.

**The Chancellor’s Cup**

The Chancellor’s Cup is given annually for “the greatest contribution outside the classroom to undergraduate student-faculty relationships in the recent past.” The faculty member’s contribution “shall be one of educational importance, relevant to the central purpose of the University.”

Established by the Nashville Vanderbilt Club in 1963, the award is presented by the President of the Club during the Homecoming activities in the fall. The award consists of a cash prize of $2,500 contributed by the Club, an engraved pewter julep cup as a permanent trophy, and one year’s custody of a silver bowl by Tiffany bearing the names of all recipients since 1963. Full-time faculty in all schools who are actively engaged in undergraduate teaching are eligible. Selection is made by the Chancellor on the basis of recommendations submitted by Mortar Board, Omicron Delta Kappa, deans of schools with undergraduate schools, and administrators in the Office of the Dean of Students.

**The Alumni Education Award**

The Alumni Education Award is given each year to a faculty member who has contributed substantially to developing or participating in those programs of the Vanderbilt Alumni Association that further the education of alumni. Any full-time faculty member actively engaged in teaching in any of the schools or colleges is eligible.

Final selection is made by the Chancellor on the basis of a recommendation from the Board of Directors of the Alumni Association. The Education Committee of the Association is responsible for initiating the nomination. Nominations are solicited through the Vanderbilt Magazine, through Vanderbilt clubs, and from various active participants in alumni programs.

The award consists of a cash prize of $2,500 and an engraved julep cup. It is presented at the spring meeting of the Alumni Association Board of Directors. The first recipient was named in 1982.

**The Chancellor’s Awards for Research**
The Chancellor’s Awards for Research recognize excellence on the part of faculty for published research, scholarship, or creative expression. The awards will be given for works presented or published in the preceding three calendar years. Up to five of these prizes may be awarded each year. Unlike the Sutherland Prize, which is awarded for lifetime achievement in research, the Chancellor’s Awards for Research recognize excellence for research published during a given year. All full-time faculty members are eligible for these research prizes. Works by research teams (two or more faculty) at Vanderbilt are also eligible for consideration. The team would be a single nomination and would share the award.

The Faculty Research Awards Review Committee, chaired by the Vice Provost for Academic and Strategic Affairs, will review all nominations and then make recommendations to the Provost who in turn will forward final recommendations to the Chancellor. The award consists of a cash prize of $2,000 and an engraved pewter julep cup. It is presented during Fall Assembly.

The Chancellor’s Research Awards for Research for on Equity, Diversity and Inclusion

These Chancellor’s Awards for Research will recognize excellence in research, scholarship, or creative expression that advance our understanding of equity, diversity and inclusion. The awards will be given for works presented or published on these topics in the preceding three calendar years. All full-time faculty are eligible for consideration. Furthermore, research teams (two or more faculty) at Vanderbilt are also eligible for consideration. The team would be a single nomination and would share the award.

The Faculty Research Awards Review Committee, chaired by the Vice Provost for Academic and Strategic Affairs, will review all nominations and then make recommendations to the Provost who in turn will forward final recommendations to the Chancellor. The award consists of a cash prize of $2,000 and an engraved pewter julep cup. It is presented during Fall Assembly. The first recipients were named in 2016.

Joe B. Wyatt Distinguished University Professor Award

The Joe B. Wyatt Distinguished University Professor Award was created to honor Chancellor Wyatt upon his retirement in 2000. The award is intended to recognize accomplishments that span multiple academic disciplines.

The title is conferred upon a full-time faculty member, regardless of rank or school, for the development of significant new knowledge from research or exemplary innovations in teaching. The announcement is made at the Spring Faculty Assembly.

The recipient carries for one year the title Joe B. Wyatt Distinguished University Professor and receives a $5,000 cash award and an engraved silver tray. Members of the Faculty are invited to submit nominations to the Faculty Senate. The Faculty Senate Consultative Committee reviews the nominations and makes recommendations to the Provost. Final selection is made by the Chancellor in consultation with the Provost.
Chair Dewey opened the floor for discussion.

As Senator Wooders began, a Senator stated they had already received a printed version with changes of everything that was being proposed. The Senator stated, “We got this ahead of time. Maybe you ask if there is anybody who has not had enough time to review it as a motion. “

Senator Wooders summarized - all award amounts were doubled with the exception of those with outside donors who provide the money. The Chancellor agreed to double the amounts of the university awards.

A Senator stated it was extremely generous on the part of the Chancellor to double these awards. There was nothing controversial in the motion.

VC Heuser moved that all awards be voted upon as one motion instead of individual motions. The motion was seconded. The motion passed by voice vote.

It was moved that the vote be taken so that the Senate could move on. The motion was seconded.

Chair Dewey called for a vote on Motion 5 by electronic ballot.

The Voting proceeded: Tally: 39 affirmative, 0 opposed, 0 abstentions. The motion was adopted. Led by Senator Wooders, applause was given to Chancellor Zeppos and Provost Wente for their generosity.

**Motion 6 - Consensual and Familial Interpersonal Relationships Motion**

Whereas Part III, Chapter 7: Consensual Relationships, of the Faculty Manual is in need of revision,

Whereas the following has now been circulated to the Faculty Senate and placed before the University faculty for comment,

Be it resolved that in the following Part III, Chapter 7 of the current version of the Faculty Manual, be replaced by the attached revision, with additions and deletions in blue.

**Part III**

**Chapter 7: Consensual and Familial Interpersonal Relationships**

Vanderbilt University is committed to maintaining an academic environment in which members of the University community can freely work together, both in and out of the classroom, to further education and research. When members of the faculty and administrative staff are entrusted with advising and teaching students, evaluating students’ papers and course work, and recommending students to other colleagues, they are in a delicate relationship of trust and power.
This relationship must not be jeopardized by the appearance or perception of or reality actual of either favoritism, bias or unfairness inequity in the exercise of professional judgment.

In their relationships with students, members of the faculty and administrative staff are expected to be aware of their professional responsibilities and to avoid apparent or actual conflict of interest, favoritism, or bias.

Consensual sexual relationships are prohibited between a student and any faculty member, teaching assistant, or administrative staff member who teaches, supervises, evaluates, or otherwise is in a position to exercise power or authority over that student. Efforts by members of the faculty, teaching assistants, or administrative staff members to initiate these relationships are also prohibited. If a prohibited relationship arises, effective steps must be taken to ensure unbiased evaluation or supervision of the student. Violation of this policy may be grounds for discipline as provided for in Part IV, Chapter I.

To ensure that the teaching, evaluation and supervision of students remain unbiased, consensual sexual and/or romantic relationships between faculty and students are prohibited when a faculty member is in a position to exercise power or authority over that student. If such a relationship predates the academic relationship or subsequently arises, this relationship must be disclosed to the Department Chair or Dean of the appropriate school.

Efforts by members of the faculty, teaching assistants, or administrative staff members to initiate sexual and/or romantic consensual relationships with students are prohibited. If such a relationship exists, this must be disclosed to the Department Chair or Dean of the appropriate school for the creation of a conflict management plan. Initiating or failing to disclose such any of the aforementioned relationships is may be grounds for disciplinary action as provided for in Part IV.

Consensual romantic and/or sexual relationships between a student and any faculty member, who is not in a position to exercise direct influence, power or authority over that student (e.g., when the student is in a different school or department) may also be inappropriate because of a perception of power or influence. Any faculty member, teaching assistant, or administrative staff member who engages in such a relationship must accept responsibility for assuring that it does not result in a conflict of interest or raise other issues of professional ethics. If such a relationship exists, this must be disclose this relationship to the Department Chair or Dean of the appropriate school(s).

Conflict of interest may potentially arise from relationships between a faculty member and a staff member or between faculty members at different ranks. Consensual romantic and/or sexual relationships between a faculty member in a position to exercise influence, power or authority over the staff member or another faculty member also requires disclosure to the Department Chair or Dean of the appropriate school(s).
To ensure that the teaching, evaluation and supervision of students remain unbiased, it is also necessary that Family relationships between student and faculty be disclosed to the Department Chair or Dean. Here, "Family" is as defined in Part III, Chapter 3, for purposes of Vanderbilt employment."

All disclosures will result in a review and, if necessary, a plan to ensure unbiased evaluation and supervision of students and staff. Violations of this policy may be grounds for disciplinary action as provided for in Part IV of the Faculty Manual.

Chair Dewey opened the floor for discussion.

A Senator did not understand what the last slide in the presentation had to do with consensual relationships.

VC Heuser explained that the policy had been revised in accordance with half dozen AAU institutions. Their Faculty Manuals were examined to see whether Vanderbilt’s policy was too narrowly specific. Most of the peer institutions moved in the direction of including familial relationships.

A Senator asked General Counsel, who had worked with the FMC, about these changes. Counsel was comfortable with the changes but felt the most important paragraph had been skipped over while reading it to the Senate. She emphasized, consensual romantic or sexual relationships between a faculty member and a student where the faculty member has a position of power or authority over the student is prohibited, period. That was the most important sentence to the General Counsel.

Chancellor Zeppos added, Title IX and Title VII prohibitions against sexual harassment and unwelcome advances are important. The reason some universities are stricter is the view of inherent risk and problematic behavior even if no supervisory relationship exists. There is a broader regulatory, behavioral, and moral issue that arises.

A Senator noted, for example, that when such relationships exist, there are perceptions of inequity among the other students.

VC Heuser informed the body that the FMC had looked at literature and trends in this area. They wanted to close any perception of repulse.

A Senator noted that the reference to TA’s was omitted. General Counsel explained that the HR Manual prohibited employees of the university from having a sexual relationship with any student, period. If TA’s are employees, the HR Manual covers their behavior. If they are not employees, the HR Manual doesn’t cover their behavior.

A Senator asked, “As a department chair, if someone comes to me with information that is disclosable, what is this review supposed to be that is referenced in the last paragraph?”
The General Counsel encouraged the Senator and the entire body to contact HR if someone comes to them with this kind of information. HR will advise how to approach the situation. Faculty could also call the General Counsel’s office for advice on how to handle the particular circumstances. The Provost office and the office of Cynthia Cyrus might also need to be contacted to assist the student. It was said that it is never all right to ask a student if they are married, AND ESPECIALLY NOT for the purpose of dating them in the future.

A Senator asked, “What is the definition of romantic? It was seen to have different meanings among different people. The General Counsel reminded Senators that faculty behavior perceived by students as “romantic” could be unlawful sexual harassment under Title IX regardless of the policy stated in the Faculty Manual.

An FMC member noted that the word “romantic” was already used in the Faculty Manual. The committee only changed some of the language around it.

A Senator liked some of the language in the proposed motion but was not sure it was ready for a vote.

Chair Dewey announced that the Faculty Senate could remand the motion back to committee for further discussion and revision, or vote on it as is.

Another Senator stated that a lot of important issues had been raised and handled. The language was carefully vetted.

Chair Dewey called for a vote on Motion 6 by electronic ballot. There were only thirty-five responses, which did not meet quorum. The motion went back to the FMC to bring forth at the February meeting.

Senator Wooders said she would let all Senators know when the next FMC meeting would be held. Everyone was welcome to come.

Old Business

There was no old business from the EC.

New Business

Chair Dewey recognized chief HR Officer, Barbara Carroll who introduced Catherine Woods, the new Executive Director of University Benefits. She comes to Vanderbilt from Koch in Atlanta where she handled benefits related work.

Chair Dewey recognized Chancellor Nick Zeppos for being named the Nashville Tribune Person of the Year. It was announced in the Nashville Tribune. He received this honor for his work and
leadership in the fields of equity, diversity and inclusion. One of the hallmarks of his equality initiative is that at great expense to Vanderbilt, he changed the name of the Confederate Memorial Hall by removing “Confederate” from its name. The building is now officially Memorial Hall. The Faculty Senate applauded the Chancellor for his courage and accomplishments.

Scheduled Remarks

There were no scheduled remarks from the EC.

Good of the Senate

There was no additional information given for the Good of the Senate.

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