Call to Order

Approval of Minutes of May 9, 2016

Report of the Executive Committee
- Welcome to new senators
- Focus
  - Wellness/Mental health
  - Diversity, equity, and inclusion
- Elected Senators Only Meeting – November, 2016
- Communication
- Updates

Remarks by the Chancellor

Standing Committee Reports

Ad Hoc Committee Reports

Old Business

New Business

Scheduled Remarks
- George Hill, Ph.D.
  Chief Diversity Officer and Vice Chancellor for Equity, Diversity, and Inclusion

Good of the Senate

Adjournment

Voting Members present: Andrews; Bachmann; Benton; Cannon; Carnahan; Chakravarthy; Christenbery; Cliffel; Dewey; Fauchet; Finch; Fleming; Friedman; Guthrie; Goddu; Haglund; Halevi; Heuser; Hopkins; Johnson; Kim; Koutsoukos; Lowe; Luo; March; Martin; McCammon; Murphy; Norman; Outlaw; Pearson; Reeves; Robinson; Rowe; Schildcrout; Segovia; Shay; Smrekar; Townes; Walden; Walsh; Weavind; Webb; Weil; Weintraub; Wilson; Wooders; and Wuerth
Voting Members absent: Ackerly; Allos; Balser; Benbow; Brown; Chang; Christman; Green; Greene; Griffith; Massion; McCain; Merryman; Miga; Oskay; Rohde; Seymore; Simmons; Talbot; Trigo; Wait; Wallace; and Wright

Ex Officio Members present: Anderson; Bandas; Beasley; Brady; Cyrus; Geer; Hill; Hotchkiss; Kopstain; Lutz; Price; Wente; Willis; and Zeppos.

Ex Officio Members absent: Carroll; Fortune; Hall; Marnett; McNamara; Miller; Raghavan; Raiford; Stalcup; and Williams.

Guests:

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 May 9, 2016

Chair Dewey asked for approval of the minutes. A motion was made and seconded to approve the minutes. The motion passed unanimously by voice vote.

Report of the Executive Committee (EC)

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

- She began by welcoming new senators, noting that the EC will align the Faculty Senate with the initiatives of diversity, equity, inclusion, and wellness. These are priorities on which the Faculty Senate will focus. She also noted that other items are also under review by the EC and the standing committees.

- Some standing committees have already met. Other committees will be meeting soon. Charges are being finalized and will be posted once finished.

- The Fall Faculty Assembly highlighted the achievements of some of our most distinguished accomplishments over the past few years.

- The November 3, 2016 Faculty Senate Meeting will be for elected senators only. The meeting, to discuss important issues coming before the Senate this year, will be more of a debate style forum. Attendance was encouraged.

- Chair Dewey encouraged effective communication among the assembly. There are various ways for senators to communicate and receive updated information.
– *Engage*, The Newsletter of the Faculty Senate is a tool to stay updated on what is happening in the Faculty Senate.
– The Faculty Senate website has continuous updates.

• Updates: Chair Dewey reminded the Senate that Debbie Hayes, Administrative Manager of the Faculty Senate is an outstanding resource and senators may/should contact her via the Faculty Senate at FacultySenate@vanderbilt.edu email address or anonymously through the Faculty Senate Portal on the web page.

Chair Dewey called for questions. Hearing no questions, she proceeded to the next item of business and invited Chancellor Nicholas S. Zeppos to take the floor.

**Remarks by the Chancellor**

The Chancellor emphasized the priorities of the administration. He commended Vice Chancellor George Hill for his leadership in Equity, Diversity, and Inclusion. He noted that Eric Kopstain will work closely with Vice Chancellor Hill to search for the new Vice Provost of Equity, Diversity, and Inclusion. The search committee will dialogue on the role and duties of this new position. He highlighted the important work of Provost Susan Wente and the need for the vice provost to assist in diversity and inclusion issues across vice chancellors but also within the realm of the provost across the institution to programs, to classrooms, to resident halls. Provost Wente works with students, faculty and deans and she needs help to assure accomplishments in all these areas.

He further emphasized:

• Vanderbilt is off to a phenomenal start this year.

• The report of the Committee on Diversity Inclusion and Community and the exceptional efforts of faculty members Keivan Stassun and Beverly Moran.

• Deans within schools are assisting and taking on initiatives for their school; such as Andre Churchwell, at VUSM

• As Chancellor, one thing he knew he had to do was the renaming the Confederate Memorial Building to the Memorial Building. He gave appreciation to the many individuals including the BOT that was involved in making this initiative a reality. It was the right thing to do and it was time. That name was a source of divisiveness at Vanderbilt.

• Mental health is central to a great community. He will host upcoming town halls, balance sheet reviews, and other things around campus to address this.

• The chancellor noted the receipt of a $300M graduate research endowment. He, Provost Wente, Graduate Research Chair Larry Marnett and Jennifer Pietenpol are reviewing the best options. He asked the Senate to stay tuned to forthcoming information on graduate education research. A graduate resident building is one thing on which he is focused.
Chancellor Zeppos called for questions. There were two comments.

1. A senator noted a concern about expanding administration without expanding the size of the faculty.

Chancellor’s response: Expanding the faculty should be as a result of education. To expand the faculty, we should look at how we become great.

2. A senator comment noted the housing challenges of undergraduate students with children.

The Chancellor supported that as an important issue and suggested things are moving forward in this area to be inclusive of all types of students coming to Vanderbilt. Dean of Students, Mark Bandas response: VU already makes efforts to house students with children in close proximity to the campus.

**Standing Committee Reports**

Chair Dewey introduced standing committee chairs. Academic Policies and Services Chair, Gayle Shay; Faculty Life Chair, Scott Pearson; Faculty Manual Chair, Myrna Wooders; Grievances Chair, Tom Christenbery; Senate Affairs Chair, Kevin Murphy; Student Life Chair, David Cliffel; and Strategic Planning and Academic Freedom Task Force Chair, Xenofon Koutsoukos. Each stood to be recognized by new senators and others present.

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

- Gayle Shay, Academic Policies and Services reported that their charges have been confirmed by the EC.
- Scott Pearson, Faculty Life reported that Faculty Life has a full agenda. Their first priority is diversity, equity, and inclusion. Their second priority is faculty mental health. His committee has a meeting scheduled on Monday of the next week.
- Myrna Wooders, Faculty Manual reported that they have dedicated people on their committee. They are charged with reviewing the faculty manual.
- Tom Christenbery, Grievances made no report before the Senate.
- Kevin Murphy, Senate Affairs reported that they will be meeting in the next couple of weeks. They are charged with apportionment and will review the apportionment structure in light of the VU/VUMC split.
- David Cliffel, Student Life Chair reported that they have a wide range of charges.
- Xenofon Koutsoukos, Strategic Planning and Academic Freedom Task Force Chair reported that they have had their first meeting. The committee is working on its charges. In their meeting, they discussed the Academic Freedom statement and its application to different situations.

**Old Business**
Chair Dewey announced that the faculty manual is still under review and there were interim changes over the summer. There was then discussion and clarification of next steps. Provost Wente noted once approved from the chancellor they go to the provost and then back to the Faculty Manual Standing Committee and then the cycle repeats.

**New Business**
There was no new business from the EC.

Senator Wooders, Chair of the Faculty Manual Committee, informed the body that the interim changes made over the summer will take a while for the committee to process. This is especially true for the interim change on technology which will require involvement of the Technology Review Committee.

Dean Donald Brady asked to be recognized by the Chair. He was recognized by Chair Dewey. Dean Brady noted that protocol would call for a motion regarding the role of the parliamentarian. The Chair informed the body that she asked Dr. Brady to serve as the Faculty Senate Parliamentarian this past spring. She explained the Parliamentarian’s role especially for new senators.

Chair Dewey called for a motion on this appointment. The motion was made and seconded to appoint Donald Brady as Parliamentarian. The Voice Voting proceeded. The motion passed unanimously by voice vote. Donald Brady is the Faculty Senate Parliamentarian for the 2016-2017 academic year.

**Scheduled Remarks**

Senator Dewey, Chair of the Faculty Senate introduced Dr. George C. Hill, Chief Diversity Officer and Vice Chancellor of Equity, Diversity, and Inclusion.

Vice Chancellor Hill began his presentation by reading the first two paragraphs of *Invisible Man*, by Ralph Ellison. His presentation focused on:

- The goals of the Office of Equity, Diversity & Inclusion
- Fall Faculty Assembly
- Wellness
- Diversity and Inclusion
- Removal of “Confederate” from the Memorial Building
- Our work is not complete.
- The retreat for senior administration
- Reviewing the Diversity, Inclusion and Community report.

Dr. Hill encouraged the body to read the report.
He stated that we must figure ways to get people from different journeys to experience Vanderbilt. We must be collaborative. He talked about things that prevent us from accepting people such as:

- Racism
- Sexism
- Homomisia
- Elitism
- Sectarianism
- Privilege
- Intersectionality
- Income disparity
- Intolerance

He further acknowledged that The Black Lives Matter Movement makes some people uncomfortable. This movement is an extension of the Civil Rights Movement. He made the connection that this is the same work James Lawson got expelled from Vanderbilt for doing.

We are doing a good job of bringing students to Vanderbilt from different walks of life. Still, some students have experienced microaggression and weathering tactics. We are striving for Inclusive Excellence. That means whatever we do is inclusive. That means the techniques that we use are excellent. He displayed slides depicting microaggressions at Vanderbilt and challenged senators to fully raise their hands when they disagree or feel uncomfortable with things in order to raise a culture of diversity and inclusion.

In the last eight years, the presence of underrepresented groups at Vanderbilt has doubled. In 2008, the underrepresented population was 22.2%. In 2016, it is 41.3%.

The four recommendations that Dr. Hill presented for faculty to take back to their departments were on his last two slides. They were:

- Each school or college should develop an operational mission statement for diversity.
- Each department should develop a Diversity Action Plan and set goals.
- Designate a faculty member to be Department Coordinator.
- Department faculty and chair should evaluate progress at the end of the academic year.

Dr. Hill charged the assembly to learn from individuals who are different from themselves. He will pay for lunch for those who invite someone who is different from them to lunch. This will strengthen our ability to learn about people who are different from us. We must examine ourselves and be part of Inclusive Excellence. Inclusive Excellence also includes mental health.

Dr. David Satchel, former US Surgeon General, did three reports on mental health. He will be speaking at Vanderbilt next week. He noted that some people are made to feel uncomfortable
when they discuss certain topics. It was noted that students of color tend not to talk about certain issues.

Vice Chancellor Hill concluded his presentation by advancing the premise that we must promote a safe culture and environment for everybody. We need to create a culture that accepts people for who they are. We must have inclusive teams. We must figure out not how we are different, but how we are the same. He noted teamwork is the way things will happen. He quoted Chancellor Zeppos on collaborative efforts. A handout of the “Equity, Diversity and Inclusion Matter” September 2016 issue was provided in addition to his remarks. Overall, the recommendations from the retreat are being finalized and will be available after review by the Chancellor.

Dr. Hill opened the floor for questions.

It was asked if we are in a better place than we were ten years ago. The answer was, “Yes.” A senator also asked that the mental health stigma be included in the list of barriers that prevents individuals from being accepted and seeking help. One senator revealed that some of the most influential figures in history had mental health issues including, Winston Churchill and Abraham Lincoln. Discussion on the rates of mental health issues in the community ensued along with the importance of reducing barriers for those with mental health challenges.

**Good of the Senate**

Senator Ann Price, Past Vice Chair of the Faculty Senate, explained the role of the Vice Chair as Secretary of the Senate. She also explained the purpose of the green labels on some senator name tents. The green indicates the senator as a voting member. A quorum of voting senators is needed for all Senate votes.

Senator Richard Willis, Past Chair of the Faculty Senate, reminded the body of the Chancellor’s Reception for the Faculty Senate. The reception is Thursday, September 15 at the university residence. The time is 6:00 – 7:30 pm.

Chair Dewey concluded the meeting by informing the assembly that the Chair and Vice Chair-elect positions come from the cycle of first year senators. She encouraged first year senators to think about how they might serve and contribute in an elected office. She also stated that the Chair-elect and Vice Chair-elect will attend SEC Leadership Training.

**Adjournment**

The meeting adjourned at 5:30 pm.

Respectfully submitted,

Brian L. Heuser
Vice Chair