

**MINUTES**  
Vanderbilt University  
Faculty Senate Meeting  
December 12, 2019 - 4:10 pm  
Frist 140 – School of Nursing

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Call to Order

Approval of Minutes of September 12, 2019

Report of the Executive Committee

Remarks by the Chancellor

Standing Committee Reports

Ad Hoc Committee Reports

Old Business

New Business

Scheduled Speaker

Good of the Senate

Adjournment

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Voting Members Present: Ackerly; Algood; Anderson, A.; Anderson, V.; Applegate; Attia; Benbow; Camarata; Drake; Enyedy; Fauchet; Friedman, K.; Geer; Guthrie; Harris; Hemingway; Heuser; Hutson; Iacobucci; Jessee; Johnson, Lacy; Laibinis; Lewis; Lind; Magnuson; Marnett, Martin; McLean; McTamaney; Morgan; Norman; Parish; Phillippi; Pitt; Pitts; Ramey; Sanchez; Sharpley-Whiting; Song; Terhune; Townes; Valentine; Walker; Wallace; Walker; and Williams

Voting Members Absent: Acra; Audet; Balser; Bisch; Bollen; Chambless; Choi; Cole; Creech; de Caestecker; Estrada; Filosa; Fitzpatrick; Friedman, D.; Hudnut-Beumler; Luis; Middagh; Modena; Neely; Ochon; Pollack; Rodgers; Simonett; Wait; and Yadav

Ex Officio Members Present: Bandas; Brady; Lutz; Nairon; Robinson; Went; and Willis

Ex Officio Members Absent: Beasley; Churchwell; Ertel; George; Greene; Hall; Kopstain; Pietenpol; Raghavan; Raiford; Shellaway; Stalcup; Sweet; Turner; and Wilson

Guests: Chris Lowe, Steve Meranze, Alissa Hare, Andrew Brodsky

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## **Call to Order**

John McLean, Chair of the Faculty Senate, called the meeting to order at 4:11 pm.

In the spirit of “I Am Vanderbilt” recognition, the Faculty Senate person for December is Brenna Hansen, a program manager in the SOM. All Faculty Senate “I Am Vanderbilt” recipients will be presented with a plaque from the Executive Committee. They will be invited to the Faculty Senate year-end reception.

## **Approval of the minutes of October 3, 2019**

Chair McLean asked for approval of the minutes. A motion was made. The motion was seconded. The motion carried by voice vote.

Chair McLean proceeded to the next item of business.

## **Report of the Executive Committee (EC)**

Chair McLean gave a brief report which covered the following:

- Thanks, applause, and a standing ovation were given to Interim Chancellor and Provost Susan R. Wentz. The Faculty Senate expressed its gratitude for her leadership.
- Thanks were given to all faculty who have served as expert panelist for Community Conversations. The body was invited to experience the Faculty Senate’s Community Conversations which are interesting and thought-provoking discussion opportunities to share and reflect on what various speakers have said. Community Conversations are held the day after the Chancellor Lecture Series events for faculty, staff, and students. Faculty are asked if they are interested in serving as a panelist they should let the Executive Committee know.
- Thanks were given to those who contributed to the Faculty Engaged Newsroom. Two new posts, by Vice Chancellor for Finance Brett Sweet and his team, were the result of the Voting Members Meeting held in November. A recent post discussed the \$300 threshold requiring Social Security numbers. For any amount below \$300, no Social Security number is required. There is also a post on the policy used to pay Vanderbilt vendors. The body was invited to go to the Faculty Engaged Newsroom webpage at <https://my.vanderbilt.edu/facultyengaged/>.
- The February 6 Faculty Senate meeting has been changed to a full Senate assembly meeting. The March meeting will be a special meeting. Changing the February meeting will allow the Senate to vote on reapportionment on the timeline dictated by the Constitution. A first reading to change the Constitution will occur in January 2020. In the

February meeting, the Senate will vote on the motion in time for Spring Faculty Assembly. Making these changes will allow the motion to be placed before the Spring Faculty Assembly for the necessary vote on April 2, 2020.

- A survey is to be sent out to ask about interest in Faculty Senate leadership and different experiences for committee participation. The survey will ask how Senators would like the special meeting to be composed.

Chair McLean proceeded to the next item of business.

### **Remarks by the Interim Chancellor**

- Interim Chancellor Susan R. Wentz thanked the Faculty Senate for their support and excellence in research and teaching that makes Vanderbilt shine on the national stage.
- Vanderbilt's 9<sup>th</sup> Chancellor, Daniel Diermeier from the University of Chicago, has been chosen. She has been working to help him transition. The position of Chancellor at Vanderbilt was the best position on the higher education job market this year. In the coming months, Vanderbilt will learn of his plans and vision for the University.
- Interim Chancellor Wentz has loved every job she has held at Vanderbilt from department chair to Provost to Interim Chancellor. Being proud of what Vanderbilt has accomplished makes this an incredible opportunity and incredible time for Vanderbilt. The Board of Trust asked her to serve as Interim Chancellor through June 30, giving Diermeier an opportunity to transition from his current position. She is focused on the work on her desk and keeping the momentum going.
- Looking back on the fall, Interim Chancellor Wentz is proud of shared governance. She has launched the Interim Chancellor's Diversity Council, co-chaired by William Robinson and Andre Churchwell. They published the results of the sexual harassment and misconduct survey. They did the first-ever survey of faculty and postdoctoral fellows. The Office of Inclusive Excellence and the Office of Faculty Affairs hosted a 2<sup>nd</sup> satellite meeting of the National Academy of Sciences, Engineering and Medicine Preventing Sexual Harassment in Higher Education. Professor and Senator Kathy Friedman spearheaded those efforts with Professor Andrea Page-McCaw. She launched the new University Arts Council to advocate for the arts and arts-related research, fellowship, and creative expression. The group will self-identify what their mission should be. The University Arts Council has two subcommittees – (1) an education arts collection committee and (2) an arts and humanities rapid response, as well as other committees on which they might want to focus.
- Vanderbilt will keep pressing ahead with campus improvements. For Peabody, she has expedited the fence coming down between the East and Memorial Gillette. She and Vice

Chancellor for Administration Kopstain held a town hall and published a follow-up article for those who would like to learn more about what has been done and what is ongoing.

- Of particular interest to the Senate is the design phase of 1101 19<sup>th</sup> Ave. That project is well underway. The building will become the home for Faculty Commons, Digital Commons, Center for Digital Humanities, and the Faculty Commons will have dedicated office space for the Faculty Senate. It is anticipated that renovations will begin in January and be completed by the fall of 2020. That is an exciting thing to look forward to in the next academic year.
- A new FutureVU Advisory Committee has been announced to advise on the next phase of implementing FutureVU. This includes the Central Neighborhood Advisory Committee. FutureVU has been making progress. Vanderbilt has had many achievements to be proud of this fall and will have more in the spring.
- Interim Chancellor Wentz thanked the Faculty Senate for launching “I Am Vanderbilt” and partnering on the Chancellor’s Lecture Series (CLS). The fall theme of CLS was Culture of Care, Culture of Respect. A theme has not yet been decided for the spring semester.
- MLK commemorative events will happen in January. Events will be held on Sunday night instead of Monday night giving Vanderbilt an opportunity to get headline speakers here and on their way for other events on Monday. People will be able to engage with other activities on Monday. The body was encouraged to look for announcements in MyVU.
- Interim Chancellor Wentz will keep writing the Open Mind column for the next semester and drafting new people to write the Open Dore column. Vanderbilt is by necessity and by design a place of constant and important change. We will keep changing, and adapting, and improving. She thanked the body for its commitment and for continuing to help Vanderbilt move forward.

Chair McLean proceeded to the next item of business.

### **Standing Committee Reports**

Chair McLean called for a report from the Diversity, Equity and Inclusion Committee (DEI). Prof.essor William Luis regrettably could not attend the meeting. Mary Ann Jessee agreed to present the first motion:

#### **Motion 1: A Faculty Senate Resolution Affirming Our Commitment to Diversity, Equity, and Inclusion**

- Whereas, many members in our academic community have felt alienated, offended and marginalized by recent actions and discourses lacking basic civility or decency;

- Whereas, all members of our University community - students, faculty, and staff must be treated with the respect, and civility that all humans deserve;
- Whereas, it is imperative to our mission to affirm our ongoing commitment to equity, diversity, and inclusion, and to our common values for all stakeholders and the larger community;
- Whereas, we, the Faculty Senate of Vanderbilt University, wish to communicate to all our community in the spirit of free inquiry, moral support, and open discourse;

Be it resolved that:

The Vanderbilt University Faculty Senate, as the deliberative and representative body of the Vanderbilt University faculty, abhors and condemns any discriminatory positions and actions taken against members of the Vanderbilt Community. The Faculty Senate and the Diversity, Equity, and Inclusion Committee ~~welcomes open dialogue on these matters~~ **stand in solidarity with our students, staff, and faculty across the University, and we uphold the standards of conduct by the university.**

### **Diversity, Equity, and Inclusion Committee**

William Luis, Chair, A&S (2021)

Victoria Greene, A&S, [EC Liaison]

Beverly Moran, Law (ex-officio)

Brooke Ackerly, A&S (2022)

Mary Ann Jessee, Nursing (2020)

Richard Pitt, A&S (2020)

Jason Pollack, Medicine (2022)

Lijun Song, A&S (2022)

Victor Anderson, Divinity (2022)

Chair McLean opened the floor for discussion.

Some comments were that:

- Professor Jesse described the motion as the administration condemn discrimination, now the Faculty Senate has publicly condemned discriminatory practices.
- This is a great policy statement. How will it be implemented? What are the consequences if someone violates this?
- The motion will not carry punitive action. Guidelines are already in place for faculty conduct. The intent is to take a stand and be a source of communication and support.

- We should say that any violation will be met with the full force of the Faculty Manual.
- The motivation for having a statement like this is prior incidents where students did not feel supported by faculty. Students were wondering if the faculty condemned discriminatory behavior. If it can be agreed as the Senate that we believe these things to be true, when incidents occur in the future, the Senate can reinforce student concern.
- The open dialogue could go the other way.
- I would like for the statement to be linked to the Faculty Manual. Maybe we could strike the last sentence.
- Any member of the Vanderbilt community might do those things. Reducing this to the Faculty Manual lessens the breadth of what is being talked about. Setting this to faculty rules and policies narrow it.
- VUMC and VU have discrimination that comes from patients, vendors, outsiders. Tying this to the Faculty Manual means having to tie it to the Student Manual with this statement as written is already powerful.
- The motion can be tied to the Standards of Conduct that apply to everyone – students, staff, faculty, and the Board of Trust. It handles the broad issues without tying it to one group.
- Instead of striking the last sentence what can we say is the Faculty Senate and the DEI committee stand in solidarity with our students, staff, and faculty across the University, and we uphold the standards of conduct by the university.
- The statement can be tied to the standards of conduct that cover all Vanderbilt policy. The standard of conduct lets people know that the Faculty Senate stands in solidarity with the University. Then the link is obvious.
- The statement brought a nervous feeling to say what is discriminatory and what is not. Faculty may feel they have the freedom of speech and have a right to their opinions also. Who decides what is discriminatory?
- The open dialogue sentence is there to address those questions. If people do not think they are being discriminatory the DEI Committee welcomes open dialogue to discuss the matter. Having an open discussion is the preference rather than slamming people's opinions and behaviors.

- The motion was amended to reword the last sentence to read the Faculty Senate and the Diversity, Equity, and Inclusion Committee stand in solidarity with our students, staff, and faculty across the University, and we uphold the standards of conduct by the university.

The voting proceeded on the amendment: Tally: 40 affirmative, 2 opposed, 2 abstentions.

The voting proceeded on the main motion: Tally: 41 affirmative, 3 opposed, 0 abstentions.

John McLean presented the following motion:

**Motion 2: Faculty Senate Unconscious Bias Training**

- Whereas members of the Faculty Senate are representative leaders within the Vanderbilt Community;
- Whereas it is incumbent upon the members of the Faculty Senate to be exemplary in matters of diversity, equity, and inclusion;
- Whereas the implementation of an Unconscious Bias Training program will aid in the development of skills necessary to be more aware of our unconscious bias and how to rectify the situations where this bias appears;
- Whereas implementation of Unconscious Bias Training will promote a positive workplace culture, facilitate professional development and retention, encourage multiple perspectives to ensure creative problem solving, and allow greater transparency;
- Whereas the Faculty Senate is committed to ensuring that all cultures, backgrounds, and experiences are valued in our ever-changing diverse community;
- e it resolved that,
- The Faculty Senate actively support Vanderbilt community-wide initiatives to increase diversity and inclusion by initiating an Unconscious Bias Training program for Senators and other college, school, and department leaders. We encourage all Faculty Council members or members of equivalent bodies of the schools and colleges to join the Faculty Senate in this program sponsored by the Office of Equity, Diversity, and Inclusion and the Office for Inclusive Excellence. Unconscious Bias Training will improve our campus leaders’ knowledge and foster a culture of respect and inclusion across our campus community.

**Executive Committee**

John McLean, Chair, A&S  
 Holly Algood, Medicine  
 Catherine McTamane, Peabody  
 Ben Harris, Blair  
 Victoria Greene, A&S and DEI-EC Liaison  
 Jeremy Wilson, Blair (ex-officio)

**Diversity, Equity, and Inclusion Committee**

William Luis, Chair, A&S  
 Beverly Moran, Law (ex-officio)  
 Brooke Ackerly, A&S  
 Mary Ann Jessee, Nursing  
 Richard Pitt, A&S  
 Jason Pollack, Medicine  
 Lijun Song, A&S  
 Victor Anderson, Divinity

Chair McLean opened the floor for debate.

Some comments were that:

- The Diversity, Equity, and Inclusion Committee and the Executive Committee want to lead by example and set the tone from the top. During the September Senate meeting, it was suggested that the Faculty Senate should also be included in unconscious bias training.
- There is a strong precedent for this type of motion in the Senate. The Senate previously passed a similar motion for the prevention of sexual assault. That motion passed unanimously about five years ago.
- Are there service providers up and ready to do this?
- Interim Vice Provost William Robinson was available for questions and comments. There had been a one-day workshop for the Chancellor, Vice Chancellors, Provost, and Vice Provosts by Howard Cook of Cook Ross. In October there was a Train the Trainer Workshop and 16 individuals were trained as trainers. There is representation from the Dean of Students, Faculty Affairs, and HR. Now the need is for people to attend the workshops. Vanderbilt is ready to roll it out.
- Is this independent of what the Medical Center has done? Is it going to be the same as the one done for the Medical Center?
- The University model will be based on the VUMC model that came from the expertise of Interim Vice Chancellor Andre Churchwell. The actual training model might be slightly different. The framework will basically be the same.
- Are we missing an opportunity by limiting this to unconscious bias? Conscious bias and discrimination should also be included.
- The title of the workshop and the training is “Disrupting Everyday Bias”.
- One of the reasons this is appealing is because it acknowledges bias actions without being adversarial.
- People have gone through the train the trainer workshop in preparation for unconscious bias training.
- Does this compel us to do four hours of training?
- If modeled after VUMC then the program can be expected to be less than 2 hours.
- If you are interested in becoming part of the training team, a four-hour workshop is required.

The voting proceeded on the motion: Tally: 42 affirmative, 1 opposed, 4 abstentions.  
Chair McLean called for a report from the Senate Affairs Committee (SAC) Chair Dawn Iacobucci.

**Senate Affairs Committee**

Dawn Iacobucci, Owen, Chair  
Jeremy Wilson, Blair [Executive Liaison]  
Wonder Drake, Medicine  
Gieri Simonett, A&S  
Jason Valentine, Engineering  
David Cole, Peabody  
Sari Acra, Medicine  
Tracy Sharpley-Whiting, A&S

- Professor Iacobucci gave a report on reapportionment. This informational session was in preparation for a motion on reapportionment being presented in January 2020 with the vote occurring in February 2020. The Faculty Senate is constitutionally bound to review the number of elected representatives every 5 years. VU and VUMC have split and become 2 separate entities since the 2016 reapportionment and faculty has increased by 12%.
- The numbers she modeled were derived by using the Hamilton Method. The new model would recognize VUMC Basic Sciences separately from VUMC clinical. Growing the Senate by 10% would put the total number of elected Senators at 66. The minimum number of Senators per school or college can remain at 2 or increase to 3. The official cap can remain at 1/3 or decrease to 1/4.
- Professor Iacobucci thanked the people at PIE: Olivia Few-Fickus, Don Bailey, Andrew Berry, Richard Ianelli, Daniel Kirby, Victoria Robson, and their teams for their work on the reapportionment numbers. She thanked previous Senators Buddy Creech, Jonathan Schildcrout, and Ann Price for their help.
- The SAC recommendation was to
  - increase elected representation to 66
  - consider increasing the minimum from 2 to 3 representatives per school or college
  - keep the 1/3 cap
  - bring on the additional 6 Senators in staggering intervals of 2 new Senators per year for 3 years or 3 new Senators for 2 years.

Professor Iacobucci opened the floor for discussion.

Some comments were that:

- With the increased workload, there may be a need to increase the Senate more than six members.

- Technically, Basic Sciences is not a new school. Maybe it can be clarified that a combination of clinical and basic sciences could not exceed 1/3. The sum of the two should not exceed 1/3 of the Senate.
- Clinical and Basic Sciences have been rebranded with different processes and different accountability. That does not make them different schools.
- The schools have different governing structures. Basic Sciences works through Dean Marnett to the Provost and not through the Dean of the SOM. I like the compromise that the total since we're all in the same school, combined both of those numbers will be no more than 1/3. It was proposed to keep the numbers together.
- The proportion burden = # Senators in a college / # faculty in that college. There are 2,700 full-time faculty counted. That is what makes the number at that school. Part-time faculty are not counted.
- Can we talk about gradual onboarding and cycling people off? If the numbers decrease the Senate would wait until that term is over. Nobody will be kicked off. There may be a point where there would be more than 66 representatives.
- Professor Iacobucci asked the body to think about minimums of 2 or 3 and the cap of 1/3 or 1/4, which would mostly affect the clinical side.
- Following our rules of procedure, the SAC will bring this motion at the January 16 meeting. If you have comments or reflection please address them to Professor Iacobucci to share the concern with the SAC who will ultimately move it forward.
- I like the 1/3 for VUMC rather than 1/4.
- The Senate applauded Professor Iacobucci for all of her hard work on reapportionment.

Chair McLean proceeded to the next item of business.

### **Old Business**

Professor Brian L. Heuser offered to table the Parental Leave motion until the January 16 meeting.

Chair McLean proceeded to the next item of business.

### **New Business**

There was no new business from the EC.

Chair McLean proceeded to the next item of business.

### **Good of the Senate**

- The January 16 and February 6, 2020 meetings will be voting Faculty Senate Assembly Meetings for all members.
- March 12 will be a Special Meeting.
- Administrative Manager Debbie Hayes has relocated to 422 Kirkland Hall until the 1101 19<sup>th</sup> Ave. Building is completed.
- Chair McLean wished everyone a wonderful holiday season.

Chair McLean proceeded to the next item of business.

### **Adjournment**

A motion was made to adjourn. The motion was seconded.

The meeting adjourned at 5:27 pm.

Respectfully submitted,  
Holly Algood  
Vice Chair