Call to Order

Approval of Minutes of November 8, 2018

Report of the Executive Committee

Remarks by the Chancellor

Standing Committee Reports

Ad Hoc Committee Reports

Old Business

New Business

Good of the Senate

Adjournment

Voting Members present: Ackerly; Algood; Audet; Carnahan; Choi; de Caestecker; Estrada; Fauchet; Friedman; Greene; Guthrie; Harris; Heuser; Hudnut-Beumler; Iacobucci; Jessee; Johnson; Kim; Laibinis; Lehmann; Luo; Marnett; Martin; McLean; McTamaney; Morgan; Neely; Norman; Parish; Phillippi; Price; Robinson; Rosenthal; Sanchez; Simmons; Terhune; Tran; Valentine; Wait; Walden; Walker; Weavind; Wilson; Wooders; Wright; and Yadav

Voting Members absent: Allos; Balser; Benbow; Bollen; Chambless; Cole; Creech; Finch; Floyd-Thomas; Geer; Griffith; Hutson; Kam; Lacy; Lowe; Luis; Massion; Ochonu; Pitt; Ramey; Scott; Townes; Wallace; Weeks; and Wuerth

Ex Officio Members present: Bandas; Beasley; Brady; Carroll; Cyrus; George; Hopkins; Kopstain; Lutz; Raghavan; Raiford; Shellaway; Sweet; Wente; and Zeppos

Ex Officio Members absent: Ertel; Fleming; Hall; Hotchkiss; Miller; Page; Pietenpol; Stalcup; and Williams
Guests: Doug Schmidt, Dour Horr, Keith and 10-day old Josephine

Call to Order

Vicki Greene, Chair of the Faculty Senate, called the meeting to order at 4:10 pm.

Approval of the minutes of November 8, 2018

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

Chair Greene proceeded to the next item of business.

Report of the Executive Committee (EC)

Chair Greene gave a brief report covering the following:

- The EC met with Chancellor Zeppos on January 9 and discussed the following topics:
  - Selection of Malcolm Turner as Vanderbilt’s new Athletic Director
  - Vanderbilt’s Mental Health and Wellbeing
  - Status of women at Vanderbilt

- The EC met with Provost Wente on January 10 and discussed the following topics:
  - University Faculty Development Committee
  - Faculty Morale
  - Immersion Vanderbilt
  - Faculty Commons

Chair Greene proceeded to the next item of business.

Remarks by the Chancellor

- The School of Nursing has a phenomenal new building. The ribbon cutting will be on January 22. Construction at Peabody and Divinity are coming along nicely. The West End Project Center for Global Engagement for Visiting Scholars will make Vanderbilt more of a destination. Chancellor wants Nashville to be the “It, Intellectual City”. Provost Susan Wente and the deans are involved in a science/engineering capitol planning process for a science strategy. There is a similar strategy for the humanities.
• This was a record year for undergraduate applications. Over 37,000 applications were received, indicating an 8% increase. Chancellor is teaching a senior seminar this year and privileged to have a diverse student body that has changed for the better. There is still hard work to be done.

• We are living in a tough environment, the government shutdown emphasizes that the dysfunction has an economic impact and bodes ill for solving major problems or crafting enlightened policy. We cannot ignore the looming deficit. Vanderbilt’s revenue sources are not immune to the turbulence of the times. Still, the direction of the university is the right one.

• Malcolm Turner is the new Athletics Director. His resume is amazing. He is a brilliant, kind, strategic thinker and a great leader. Morehouse Scholar. Rhodes Scholar Finalist. Graduate of Harvard Law and Harvard Business School. The search committee looked at a large range of people. Senator Ann Price was on the search committee. As college athletics is changing, Vanderbilt needs someone to carry on from David Williams and who understands the broadcast networks. As a thought-leader, the Chancellor looks forward to having Turner work with the Senate. We can help by buying tickets to games.

• Nathan Green is the new Vice Chancellor for Government Affairs. He used to serve as the interim. He is currently at the state legislature which is in session. He will give Vanderbilt a hefty presence in Washington. Vanderbilt will be represented locally, at the state level, and at the national level. There is also a General Counsel search going on. Chair Vicki Greene is serving on the General Counsel Search Committee.

The university is off to a good start. The Chancellor is concerned with faculty morale and sees job satisfaction as a major issue. He is focused on these and committed to them.

Chancellor Zeppos was asked about the shutdown and how it has effected Vanderbilt. Vanderbilt is very healthy financially.

Chancellor was asked for his views on the status of women. You must look at how many department chairs, center directors and leaders there are. Look at the representation and constitution of leadership. Lisa Monteggia leads the Brain Institute. Elaine Sanders-Bush and Heidi Linn are all important appointments. He wants to pick people who want to grow with the university and who want to become diverse leaders. He leads the Chancellors Higher Education Fellows (CHEFS) program in which Senators are and have been involved. There is a school called The Business of VU that explains how the university really works. Faculty, staff, and students are encouraged to enroll. Childcare and eldercare are still viewed at a discriminatory rate. He sees sexual assault, harassment, and discrimination, in any form as unacceptable.

Chancellor was asked for an update on the swastika carved into the back of a classroom chair. Per Provost Wente, resources have been given. VUPD brought in all necessary entities and all
necessary action has been taken. The FBI was brought in because it was an act of vandalism and hate. Materials are being created for teachable moments. This was an attack on the entire Vanderbilt community.

Chair Greene proceeded to the next item of business.

Standing Committee Reports

Chair Greene called for a report from the Senate Affairs Committee (SAC). SAC Chair Dawn Iacobucci brought the following report and motion:

Motion 1: Amendments to the Rules of Order

➢ Whereas, the Rules of Order do not clearly define appropriate use of Senate resources, the Senate Affairs Committee proposes adding the Use of Senate Resources to the Rules of Order and renumbering/renaming Sections VIII, IX, and X, to include Section XI, as follows.

VIII. USE OF SENATE RESOURCES

A. Digital Resources

The Faculty Senate’s digital resources, including the Senate email list, the all-faculty email list, and the facultysenate@vanderbilt.edu email address, are to be used solely for official Faculty Senate communications.

B. All-Faculty Emails

Emails from Senators for distribution to the all-faculty email list are to be processed by the Executive Committee and require approval by the current Chair or Vice Chair and at least one other member of the Executive Committee. Approval of the distribution should be via email to the Administrative Manager of the Office of the Faculty Senate.

C. Administrative Manager

The Administrative Manager of the Office of the Faculty Senate is available to help with administrative duties, operations, logistics and data management, accounting and finance duties, and communications. No Senator or EC member should request tasks of the Administrative Manager outside the usual duties.

Ⅷ. IX. CAUCUSES

IX. X. AMENDMENTS

X. XI. ENTRY INTO FORCE
Be it resolved that the current version of the Rules of Order be amended by the attached revision, with additions in blue and deletions in black strikethrough.

**Senate Affairs Committee**

Dawn Iacobucci, Owen, Chair  
Jeremy Wilson, Blair [Executive Liaison]  
Nick Bollen, Owen  
Robert Carnahan, Medicine  
Andrew Finch, Peabody  
Shane Hutson, A&S  
Pierre Massion, Medicine  
Ann Price, Medicine  
Jason Valentine, Engineering

Chair Greene opened the floor for discussion.

A test vote established quorum.

The voting proceeded: Tally: 38 affirmative, 1 opposed, 3 abstentions.

The body was asked to share thoughts with the SAC regarding Senator distribution, representation, and reapportionment. Growing the Senate would help with faculty representation on certain committees. Pros and cons were to be considered.

Chair Greene called for a report from the **Faculty Manual Committee (FMC)**. FMC Chair Brooke Ackerly brought the following report and recommended changes to the parental leave policy:

**Motion 2 – Recommended Parental Leave Policy (The Chancellor, Provost and University Benefits Committee will review this recommendation.)**

> Whereas the Faculty Manual is an important resource for faculty to understand the policies and procedures of key aspects of university life as it pertains to their roles in it, benefits from it, and obligations to it,

> Whereas the Parental Leave policy needs to be replaced in its entirety to reflect changes in law and policy, as well as to be brought in line with Vanderbilt’s values and competitive benefits

> Whereas the Faculty Life Committee, Faculty Manual Committee, and the Faculty Senators have researched competitive policies, solicited faculty input, summarized their findings in a memo to the Faculty Senate and the memo and the proposed policy have now been circulated to the Faculty Senate and placed before the University faculty for comment,
Be it resolved that the entire section, “Part VI, Chapter 4, B. Parental Leave” of the Vanderbilt University Faculty Manual, be replaced as follows.

Be it resolved that the entire section, “Part VI, Chapter 4, B. Parental Leave” of the Vanderbilt University Faculty Manual, be sent as follows to the Provost, the Deans, and the University Benefits Standing Committee for their consideration.

Part VI Faculty Benefits
Chapter 4: Leaves of Absence
B: Parental Leave

1. Coordination of Paid Parental Leave with FMLA & TMLA Entitlement

FMLA. Under the federal Family and Medical Leave Act (FMLA), any faculty member who has been employed by the employer (University or VUMC) for at least 12 months total, and who has worked for the employer at least 1,250 hours during the last 12 months, is entitled to unpaid, job-protected leave for up to 12 weeks for the birth, adoption, or placement of a child for foster care during the first 12 months following the birth or placement.

TMLA. Under the Tennessee Maternity Leave Act (TMLA), any faculty member who has been employed fulltime by the employer (University or VUMC) for at least 12 months is eligible for up to 4 months of unpaid, job-protected leave for childbirth, placement of a child for adoption or foster care, or nursing an infant.

For consistency of administration of this institutional policy, definitions of terms (such as child, spouse, etc.) are as defined under the FMLA. Additional information for VU and VUMC employees regarding FMLA and TMLA is available from each organization’s Human Resources office.

2. Applicability to all FMLA eligible Faculty
This institutional policy provides paid Parental Leave benefits for full-time members of the Faculties of the several Schools, for one semester (or 12 weeks, for schools that operate on other than a semester basis) within twelve months or two semesters of the birth, adoption, or placement of a child for foster care, if the parent serves as a co-caregiver of that child for the leave. Paid Parental Leave benefits run concurrently with any FMLA and/or TMLA entitlement.

3. Applicability to Clinical Faculty in the Schools of Medicine and Nursing
The policy provides paid Parental Leave for full-time members of the School of Medicine or School of Nursing clinical faculty for up to six weeks within the limits of FMLA and TMLA. The paid parental leave will ordinarily be taken within twelve months or two semesters of the birth, adoption, or placement of a child for foster care. Special circumstances may be agreed upon with the approval of the department chair or, in the School of Nursing, the program director and the Dean.

4. Notification of Intention to Take Paid Parental Leave
To the extent that the anticipated event is known in advance, the eligible faculty member is expected to give at least three months’ notice, in writing, to the department chair or Dean, noting the anticipated dates of departure and of return to regular duties, in order to ensure sufficient time to plan for the reassignment of the faculty member’s teaching and other responsibilities. It is understood that situations like medical emergencies and uncertainties of the foster/adoption process do not always allow for three months’ notice; such unanticipated situations do not disqualify the faculty member from eligibility for paid Parental Leave, as long as notice as given as soon as practicable once known.

5. Terms of a Parental Leave Agreement
Any agreement for paid Parental Leave under this policy shall be in writing and be issued before the leave commences. The agreement shall include each of the following:

1. The anticipated start and end dates of the leave period;
2. Certification by the faculty member that the purpose of the leave will be to serve as a co-caregiver for that child during the period of leave, or – for faculty on nine-month appointments – to recapture time spent as a co-caregiver during the preceding summer and that their primary activity during the leave will be caregiving;
3. Certification that the leave period will not be used to actively pursue other employment opportunities or to perform other compensated work full- or part-time;
4. A commitment to return to active status;
5. Acknowledgement that paid Parental Leave taken under this policy runs concurrently with any unpaid FMLA and/or TMLA leave to which the faculty member may be entitled.
6. For tenure-track faculty, the revised schedule for intermediate and major reappointment, promotion, and tenure reviews.
7. Acknowledgement that under the Tennessee Maternity Leave Act (TMLA), the faculty member may be eligible for up to four additional weeks of unpaid leave time off beyond the period of paid parental leave.

6. Salary, Benefits, and Responsibilities during Paid Parental Leave
A faculty member who takes Parental Leave under this policy shall receive the same salary and benefits that would have received during that semester (or 12-week period for clinical Faculty) if not on leave, and shall be relieved of normal duties and responsibilities during the period of leave as follows:

A. Teaching
The faculty member shall be relieved of the obligation to teach during the semester/12-week period in which the leave is taken. If the semester/period during which leave is taken is one in which the faculty member would otherwise have taught more than half of their normal annual teaching load, the faculty member may be required to teach one additional course in another semester/period, to be agreed upon by the faculty member and the department chair or Dean as part of the parental leave agreement described above.
B. Research and Scholarship
The faculty member shall be relieved of research and scholarship expectations for one semester or one 12-week period.

C. Service
The faculty member shall be relieved of all faculty service responsibilities, including committee work and student advising, for one semester or one 12-week period for clinical faculty.

7. School of Medicine/School of Nursing Clinical Faculty
A clinical faculty member who takes parental leave under this policy shall receive salary and benefits for up to six (6) weeks. For clinical faculty on variable or performance salaries, the salary to be paid will be the average of the salary paid during the four months prior to the effective date of the leave. If additional weeks of leave are requested, full benefits but not salary will be maintained for up to a maximum of an additional ten weeks.

8. When Parental Leave May Be Taken
Faculty covered under this policy may take paid Parental Leave during the semester (or during the 12-week period for clinical faculty) during which the child is born or placed for foster care or adoption, or during any subsequent semester/period that begins no later than twelve months following the birth or placement for foster care or adoption, to provide flexibility to best meet the individual faculty member’s needs. For purposes of this policy, a semester shall run from the first day of classes to the last day of examinations. Unless waived in writing by the Provost, a faculty member who takes a one-semester (or 12-week) paid Parental Leave is obligated to return to fulltime active status for at least one semester (or 12 weeks) immediately following such leave, in order to retain the salary and benefits received during the semester/period of leave.

9. Effect of Parental Leave on Probationary Period
A tenure-track faculty member who utilizes parental leave under this policy is granted an automatic one-year extension of the probationary period (the tenure clock). In order to opt out of all or part of such an extension, a faculty member need only notify the department chair or Dean within twelve months after the date of birth or placement for foster care or adoption, of the intention to decline the extension privilege. The total of all extensions to the tenure clock cannot exceed four academic-year semesters.

10. Additional Leave Opportunities
This policy is intended to describe the minimum paid parental leave entitlement for faculty members to whom it applies. The policy is not intended to constrain the faculty member and department chair from establishing further arrangements that meet the spirit of this policy and that fulfill the needs of all involved. Although this policy covers only full-time members of the Faculties, the Dean of a school or college may issue written policies extending some or all of these benefits to additional categories of faculty.

11. Limitations of Eligibility
The Parental Leave benefit may be used by an eligible faculty member once per child and no more than three times total during the faculty member’s employment at Vanderbilt. After obtaining this benefit three times, the faculty member shall only be entitled to any unpaid, job-
protected FMLA or TMLA leave for which they may be eligible for future births or placements for foster care or adoption.

12. Multiple Births/Placements for Foster Care or Adoption

Each birth, whether or not the child survives, makes the Faculty member eligible for parental leave. The Faculty member is eligible for one leave per child. This means if one pregnancy or foster placement results in two children joining the family, the Faculty member is eligible for two leaves consecutively. If, however, the Faculty member requests it multiple births (twins, triplets, etc.) or simultaneous placement for foster care or adoption of multiple children may count as a single leave event (thus, for example, the birth of triplets does not exhaust the faculty member’s eligibility for paid Parental Leave for future births or placements for foster care or adoption). In unusual circumstances, the faculty member and the Dean are encouraged to devise an arrangement suitable to the unique needs of such a situation, consistent with the spirit of this policy.

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ASSOCIATED CHANGES:
PROPOSED CLARIFICATION OF FACULTY MANUAL, PART II, Chapter 3, Section B.4

4. Various exigencies may delay or interrupt a faculty member’s professional career progress such that the time should not count as “full-time service” for tenure consideration. Such exigencies may include leave time required for the faculty member’s own serious health condition, for the birth, adoption, or placement of a child for foster care, or for the care of an immediate family member with a serious health condition. Other exceptional circumstances (e.g., accidental destruction of research material, important clinical or patient care responsibilities, or extra teaching assignments) may also delay the attainment of professional expectations directly related to a favorable tenure decision, and thus may justify exclusions of one or more time periods. For additional details related to Parental Leave for birth, adoption, or placement of a child for foster care, see Chapter VI.

The faculty member and the department chair (for faculty in departments) must at the earliest identification of such an exigency present to the Dean a request for an exclusion. The request must outline the proposed amount of time to be exempted from the probationary period. Extensions of the probationary period must be approved by the department chair (for faculty members in departments), as well as by the Dean and (other than for the School of Medicine clinical departments) by the Provost (including the School of Medicine Basic Science departments). Once the tenure evaluation process has commenced, a request for extension would be contemplated only under the most extraordinary circumstances. The deans of schools (other than for School of Medicine clinical departments) will consult with the Provost prior to reaching a decision on any request for extension of the probationary period. The standards for an extension of the probationary period are to be applied rigorously, such that extensions beyond one additional year are granted only in exceptional circumstances. A faculty member who is granted an extension of the probationary period will be judged and evaluated on the same basis and by the same standards as though there had been no extension.
Faculty Manual Committee
Brooke Ackerly, A&S Chair
Geoffrey Fleming, Medicine [Executive Liaison]
Myrna Wooders, A&S
David Cole, Peabody
Chris Lehmann, Medicine
Yesha Yadav, Law
Richard Pitt, A&S
Florence Sanchez, Engineering
Duco Jansen, Engineering (ex-officio)
Becky Keck, Nursing (ex-officio)

Chair Greene opened the floor for discussion.

There was a motion to amend the Parental Leave motion in 4 ways:

- That the “Be it Resolved Statement” read “Be it resolved that the entire section, “Part VI, Chapter 4, B. Parental Leave” of the Vanderbilt University Faculty Manual, be sent as follows to the Provost, the Deans, and the University Benefits Standing Committee for their consideration.”

- That the word “of” be added to 2. Applicability to all FMLA eligible Faculty, sentence 1, for grammatical clarity.

- That the word “of” be added to 3. Applicability to Clinical Faculty in the Schools of Medicine and Nursing, sentence 1, for grammatical clarity.

- That the word “to” be added to 4. Notification of Intention to Take Paid Parental Leave, sentence 1, for grammatical clarity.

Faculty comments were provided while an amendment slide was being prepared.

Voting on the amendment motion proceeded: Tally: 37 affirmative, 0 opposed, 5 abstentions.

The voting proceeded: Tally: 33 affirmative, 1 opposed, 9 abstentions.

After the vote, quorum was lost.

Chair Greene proceeded to the next item of business.

Old Business
There was no old business from the EC.

Chair Greene proceeded to the next item of business.
**New Business**
Chair Greene called for a motion from Senator Myrna Wooders. Senator Wooders introduced a motion.

Parliamentarian Donald Brady acknowledged Vanderbilt’s existing policy. The motion was withdrawn.

Chair Greene proceeded to the next item of business.

**Good of the Senate**
There was no business for the Good of the Senate.

Chair Greene proceeded to the next item of business.

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

The meeting adjourned at 6:00 pm.

Respectfully submitted,
Jeremy Wilson
Vice Chair