Call to Order

Approval of Minutes of April 9, 2020

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; Anderson, A.; Audet; Benbow; Bisch; Choi; Da Silva; de Caestecker; Drake; Enyedy; Estrada; Fauchet; Filosa; Fitzpatrick; Friedman, D.; Friedman, K.; Harris; Hemingway; Heuser; Hudnut-Beumler; Hutson; Iacobucci; Jesse; Lacy; Laibinis; Lewis; Lind; Magnuson; Martin; McLean; McTamaney; Middagh; Morgan; Phillips; Ramey; Rodgers; Sanchez; Sharpley-Whiting; Townes; Walker; Wallace; Williams; and Yadav

Voting Members Absent: Acra; Anderson, V.; Applegate; Attia; Balser; Bollen; Camarata; Chambless; Cole; Creech; Geer; Guthrie; Johnson; Luis; Marnett, Modena; Norman; Ochonu; Parish; Pitt; Pitts; Pollack; Simonett; Song; Terhune; Valentine; Wait;

Ex Officio Members Present: Brady; Churchwell; Greene; Hall; Kopstain; Lee; Lutz; Nairon; Raghavan; Raiford; Robinson; Shellaway; Sweet; Wente, Willis; and Wilson

Ex Officio Members Absent: Bandas; Beasley; Ertel; George; Pietenpol; and Stalcup;

Guests: Angela Land-Dedrick, Steve Meranze, Judith Chavez, Geoffrey Fleming, Brenna Hansen, Burgess Mitchell, William Teets, Kenny Moore
Call to Order

John McLean, Chair of the Faculty Senate, called the meeting to order at 4:06 pm. He thanked everyone for their patience, resilience, and perseverance. Dr. Geoffrey Fleming Past Faculty Senate Chair was recognized as the Faculty Senate’s I Am Vanderbilt person for May. It was noted that the last meeting of the year typically celebrates service and leadership and Dr. Fleming embodies these elements as an educator, a clinician, a leader, and also a patient. He brings all of these unique perspectives to all that he does. Dr. Fleming is absolutely genuine and authentic and brings a willingness to share these perspectives with profound honesty. All I Am Vanderbilt honorees were invited to join the meeting.

Chair McLean explained that voting would take place through Zoom polling.

A vote was taken to establish a quorum.

The voting proceeded: Tally: 42 voting members, 9 non-voting members, and 9 guests

A point of personal privilege motion was made to move all voting to the top of the agenda. The motion was seconded.

The voting proceeded on the motion: Tally: 39 affirmative, 0 opposed, 1 abstention.

Chair McLean proceeded to the next item of business.

Approval of the minutes of April 9, 2020

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

Chair McLean proceeded to the next item of business.

An election for Chair-elect of the Faculty Senate

Chair McLean read an excerpt from the Faculty Senate Constitution

The Faculty Senate Constitution, Article II, Part B, Paragraph 2

“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] 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. [2017]”

Candidates Mark Magnuson (School of Medicine) and Ryan Middagh (Blair School of Music) addressed the body.

The voting proceeded: Mark Magnuson was elected to be Chair-elect of the Faculty Senate.

Chair McLean proceeded to the next item of business.

**An Election for Vice Chair-elect of the Faculty Senate**

Candidates Debra Friedman (School of Medicine) and Saralyn Williams (School of Medicine) were no longer eligible after Mark Magnuson (School of Medicine) won the Chair-elect position. Per the constitution, “The Senate shall elect a Chair-elect and a Vice Chair-elect (not from the same School or College).”

Ryan Middagh was nominated from the floor.

The voting proceeded: Ryan Middagh was elected to be Vice Chair-elect of the Faculty Senate.

Chair McLean proceeded to the next item of business.

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

- Chair McLean began his report by acknowledging the Community and Civility theme of the Senate and the collaboration with I Am Vanderbilt. Many of the distinguished I Am Vanderbilt guests attended the meeting. Billy Teets, Burgess Mitchell, Tara F. Williams, Brenna Hansen, Kenny Moore, Judith Chavez, and Geoffrey Fleming were thanked for the service they provide to Vanderbilt every day.

- Third-year Senators who are rolling off were recognized for their service.

**Recognition of Service to the Faculty Senate**

- Holly M. Scott Algood (Medicine)
- Nicolas P. B. Bollen (Owen)
- Stephen Camarata (Medicine)
- David A. Cole (Peabody)
- C. Buddy Creech (Medicine)
- Mark de Caestecker (Medicine)
- Katherine Friedman (A&S)
- Brian L. Heuser (Peabody)
- M. Shane Hutson (A&S)
- Mary Ann Jessee (Nursing)
- Borden Lacy (Medicine)
- Paul Laibinis (Engineering)
Heartfelt thanks was extended to:

- Debbie Hayes, Administrative Manager
- Vicki Greene, Past Chair
- Catherine McTamaney, Chair (2020/21)
- Ben Harris, Vice Chair (2020/21)
- Holly Algood, Vice Chair
- Richard Willis, Parliamentarian

A Resolution of the Executive Committee was presented to Provost and Interim Chancellor Susan R. Wente.

Whereas Provost and Interim Chancellor of Vanderbilt University, Susan R. Wente, has exhibited exceptional courage and unfailing resolve in the execution of her many and varied duties during this academic year, BE IT RESOLVED THAT:

The Vanderbilt Faculty Senate commends her for her embodiment of the spirit and mission of our institution and her demonstration of commitment to her guiding principles of Teamwork, Trust, and Transparency through the following displays of peerless leadership and example:

(1) For actively engaging faculty and staff through the WAVE initiative in careful examination of ways that institutional policy, practice and culture challenge Vanderbilt’s commitment to gender equity.

(2) For building and prominently featuring a diverse and outstanding administrative team to support students and faculty in achieving their learning, teaching, and research undertakings in the most successful and creative ways possible.

(3) For hosting a world-class slate of Chancellor’s Lecture Series guests which engendered vigorous and civil campus dialogues and for partnering with the Faculty Senate in continuing and amplifying these dialogues in subsequent Community Conversations.

(4) For leveraging and creating faculty and student opportunities for interdisciplinary and collaborative research and learning with initiatives such as the establishment of the University Arts Council and co-hosting a town hall with the National Academies of Science, Engineering, and Medicine.

(5) For continuing to challenge students to pursue innovative avenues of discovery and development beyond the classroom and beyond their primary areas of specialty.
For being a dedicated partner of the Faculty Senate in our special commitment to community and civility by engaging with our leadership in open regular communication, supporting the DEI committee’s unconscious bias training motion, and encouraging our Faculty Senate recognition of exemplary staff as part of “I am Vanderbilt”.

For coordinating leadership including the Board of Trust, the incoming chancellor, faculty, and administration in planning for our future in a way that balances our well-being, our mission, and our fiscal needs.

THE FACULTY SENATE OF VANDERBILT UNIVERSITY honors Susan R. Wente, Provost and Interim Chancellor of Vanderbilt University, for inspiring teamwork through her principled leadership and for building trust through a practice of transparent partnership with the faculty, staff, and students of Vanderbilt University in our mutual quest to create an environment of intellectual freedom that supports open inquiry, equality, compassion, and excellence in all endeavors.

The body thanked Interim Chancellor Wente for her work, service, and commitment to Vanderbilt.

Chair McLean proceeded to the next item of business.

Remarks by the Interim Chancellor

Interim Chancellor Susan R. Wente stated that it has been an honor to serve in the role of Interim Chancellor. She thanked the body for recognizing her. She gave an update on a prepared letter she would send to the Vanderbilt community later that day. The letter and her comments highlighted:

- Mayor John Cooper’s announcement that on Monday, May 11, Nashville would begin Phase 1 to reopen Nashville. Vanderbilt will implement its own framework for reopening. Universities were not mentioned in the Nashville plan because universities are not easily defined by a single function. Universities are complex operational entities, like a city unto ourselves and home to many different functions. As a residential university, we have unique needs.

- Multiple committees, working groups, and task forces have been working on the “Return to Campus Plan”. The Vanderbilt plan is guided by our unique circumstances and considers public health status and operating guidance from the federal government, the CDC, Tennessee Department of Public Health, and VUMC. Interim Chancellor Wente has been coordinating with Incoming Chancellor Daniel Diermeier and the BOT Ad Hoc Committee on University COVID-19 Response. We will ramp up various operations in orderly, sequential phases that keep the core mission of teaching and research at the center of our efforts.

- The VU Phase 1 resumption of specific, limited, on-campus operations and activities will begin on May 18 and will be tailored to our unique density, operations, and other considerations as a residential educational institution. Phasing in increased levels of on-
campus activity will enable us to test and practice rigorous VU protocols in a manner that will enhance the safety of Vanderbilt and the Nashville communities.

The following steps and precautions remain in place on campus during the university’s Phase 1:

- All staff will continue to work remotely for the foreseeable future unless required to be on campus at the explicit request of their manager.
- All faculty will continue to work remotely for the foreseeable future unless authorized to be on campus by their dean.
- Only residential faculty and a limited number of students with explicit approval are currently living on campus.
- Buildings are open only to Vanderbilt community members with appropriate access.
- The physical distancing of at least 6 feet between individuals remains in place in all indoor and outdoor campus spaces.
- Face masks are required in all indoor and outdoor public places.
- All those on campus must abide by university social distancing and mask protocols, including any contractors or visitors.
- No events or gatherings may be held on campus.

- On-campus research will begin ramping up during the university’s Phase 1. This will be for research activities that cannot be conducted remotely. Vanderbilt research is essential to solving societal problems and most immediately the COVID-19 pandemic. Researchers and the Interim Chancellor wants this essential work to resume as soon as possible.

- Vice Chancellor Eric Kopstain and Vice Provost Padma Raghavan and committees working with them have laid out plans for ramping up specific research activities. The associate deans for research in each school/college are also involved in the planning. Vice Provost Raghavan and the deans will speak with faculty about re-opening requirements and protocols in their areas. Specific campuswide policies and protocols for research activities will be posted on Monday, May 11.

- Rigorous operating protocols have been developed and put in place across campus. Some will be for all university campus spaces and others will be specific to unique areas. Phase 1 protocols include physical distancing, density limits in workspaces and building areas, wearing face masks, monitoring and reporting symptoms of illness, limitations on events and gatherings, and other safety precautions. In the coming months, additional phased-in operations will occur and additional protocols and modifications will be in real-time. Everyone’s commitment is needed to ensure the success of our implementation.

- Interim Chancellor Wente and Vice Chancellor Eric Kopstain will hold a town hall meeting on Wednesday, May 13, at noon on Zoom. They will share the currently expected phases for Vanderbilt’s continued ramp-up of campus activities. The town hall will be the first of several and is one way to share information and get feedback. Details on how to
join the call will be shared in MyVU on Monday, May 11. The phased approach is linked to the plan for fall. No decision has been made about the fall semester.

- Relative to the fall semester, the University must be prepared to do what is best for our students and provide faculty with the resources they need. Even if classes meet in person, students who cannot get to class will need remote learning. High-risk persons will need remote alternatives and those who test positive and must be quarantined will need remote options. Some faculty will need remote options. A complementary hybrid model will allow the most flexibility. The University has contracted a company to provide support. Online Course Development Institute will provide resources.

- Vice Chancellor John Lutz and Vice Provost Tracey George have been working to address technological needs. Faculty were encouraged to notify either of them about technological issues. Faculty were encouraged to be proud of the strategy and confident in our plans. The Interim Chancellor encouraged staff to understand that their roles continue to be top of mind. She concluded by saying that we can rise to the occasion as she acknowledged her respect and dedication for the body and each person for their service and commitment to our great University.

Chair McLean proceeded to the next item of business.

**Standing Committee Reports Year-End**

**Chair McLean called for a report from Academic Policies & Services (APS) Committee**

Chair Leena Choi. APS Committee Members: Leena Choi, Holly Algood, Adam Anderson, Albert Attia, Dietmar Bisch, Ana Christina DaSilva, Noel Enyedy, Kathy Friedman

Accomplishments 2019-2020

- Process for the approval of new academic and professional degree programs
  - www.vanderbilt.edu/faculty-affairs/policies-procedures

- Off-campus access to library resources
  - Link on the main page of the library: “Access all library services and resources ONLINE …”

- Library resources in the decision-making process and procedure
  - What criteria are used to decide whether Vanderbilt will subscribe to a journal/database?
  - What is the procedure for making a request, and what kind of response/time should be expected? A newsroom article was published in January 2020

- Compensation models for VUMC employees teaching VU students
  - Reviewed policy/equity across schools/departments for compensation models

- COEUS/PEER (Electronic Research Administration system) replacement
Vice Provost for Research Padma Raghavan presented and wrote two newsroom articles:

- What is the process for selecting and implementing a new single ERA (Published Feb 2020)
- What ERA system has been purchased (Published April 2020)

Recommended Future Charges 2020-2021

- Labor Day classes
  - Peer data has been collected (4/20 peers hold class)
- The time between classes - evaluate the potential to increase or remain the same
  - Peer data has been collected with respect to campus size
- Role of the Senate for online program reviews
- Library and University Library Community partnership
  - Understanding the results of the external review
- Continuing review of new academic programs and degrees

Chair McLean called for a report from Diversity, Equity, & Inclusion (DEI) Committee EC Liaison Vicki Greene. DEI Committee Members: William Luis, Vicki Greene, Mary Ann Jessee, Richard Pitt, Brooke Ackerly, Victor Anderson, Lijun Song, Jason Pollack

Accomplishments 2019-2020

- The DEI Committee brought two motions before the Senate. The first motion was a resolution affirming diversity, equity, and inclusion. The motion passed. After several incidents occurred with students on campus, it was the position of the committee that faculty voices were missing from the responses. The response DEI crafted can be used in the Vanderbilt community, the press, and the community at large.

- In the second motion, DEI worked with the EC to sponsor unconscious bias training. The motion passed.

- The committee had significant discussions around a land acknowledgment for the University. Senator Brooke Ackerly took the lead for this to become part of the identity of the University. The committee continues to work with the WAVE Initiative to improve inclusivity in the Vanderbilt community. Codes of conduct will be discussed a follow up to unconscious bias training.

Chair McLean called for a report from Faculty Manual Committee (FMC) Chair Brian L. Heuser. FMC Committee Members: Brian L. Heuser, John McLean, Celia Applegate, Jim Hudnut-Beumler, Ryan Middagh, Vicky Morgan, Greg Walker, Saralyn Williams
Accomplishments 2019-2020

Faculty Parental Leave Policy Revisions:
Part VI. Faculty Benefits, Chapter 4 Leaves of Absence, B. Parental Leave

- Codifies the right that each school and college has extended parental leave to non-tenure track faculty who have a renewable, multi-year appointment.
- Changes language to an opt-out extension of the tenure clock and ensures that the timing of the notice of opt-out allows sufficient time and means to compile the tenure dossier

Lateral Appointment Process:
Part II, Appointment and Tenure, Chapter 3, Principles, Rules, and Procedures for Promotion and the Award of Tenure

- Part II, Chapter 3, Principles, Rules, and Procedures for Promotion and the Award of Tenure policy and practices was revised to address issues of policy consistency with SOM Basic Sciences and Clinical Departments, particularly concerning lateral appointments.

Recommended Future Charges 2020-2021

The Faculty Manual Committee is continuing to work on revisions to the manual that are consonant with the proposals brought before the Senate. We are also still working with VU Administration to address those final changes that have come out of the committee. We are in strong agreement that the addition of standard (6) below, which was proposed at the February 6 Senate meeting. This standard improves the review process for future changes to the Manual.

The full list now includes:

(1) Is the policy unique to faculty or is it nuanced enough for faculty that it merits inclusion in the faculty manual?
(2) Is the policy subject to significant federal/state/accreditation oversight and accountability?
(3) Does the policy reside primarily within faculty affairs or is it governed from multiple places within the University?
(4) Which other University stakeholders should be consulted about the policy in the interest of shared governance?
(5) Does the policy differently affect VU versus VUMC employed faculty?
(6)* Does the policy relate to an aspect of faculty governance that is relevant or important enough that such matters should always require Senate deliberation?

Chair McLean called for a report from Grievances Committee (GC) Chair Mark de Caestecker. GC Committee Members: Mark de Caestecker, John McLean, Nick Bollen, Borden Lacy, Yesha Yadav, Brian Fitzpatrick, Letizia Modena, Lourdes Estrada.

Accomplishments 2019-2020
• The Faculty Senate Grievances Committee dealt with grievances arising from issues other than appointment, promotion, and tenure. The GC is concerned with unfulfilled promises of administration, mismanagement, conduct, and misconduct. The process was presented. A concern will go to the Chair of the Faculty Senate. From there it goes to the GC. The committee decides whether to investigate the concern further. The work of the GC can have a big impact. In the past year, the GC heard 4 grievances – 2 were for promotion and tenure, 1 was short, 1 was complex.

• The committee now has guidance in a written document to pass to the next GC chair. They have been in discussions with the FMC to look at the grievances section of the Faculty Manual to edit it and get feedback from the Office of General Counsel. The GC also looked into the possibility of an ombudsperson at Vanderbilt.

**Chair McLean called for a report from the Student Life Committee (SLC) Chair Lourdes Estrada. GC Committee Members: Lourdes Estrada, Ben Haris, Peter Martin, Moses Ochonu, Abby Parish, Joe Rodgers, Florence Sanchez, Kyla Terhune, Mark Bandas, Vanesa Beasley.**

**Accomplishments 2019-2020**

- Started and concluded a student grievance
- Examined faculty involvement in residential life
  - Progress report on the Graduate Student Neighborhood and potential faculty involvement
  - Progress report on Residential Colleges and potential faculty involvement productive joint meeting with Vice Provost Beasley, SLC, and Faculty Life Committees
- Test preparation bank – follow-up on implementation and faculty participation
- Postponed update from Greek Life until Fall 2020 to align with the Greek Life timeline
- Explored opportunities to address graduate and professional student life
  - SLC representatives met with leadership from every college-level graduate student council on campus

**Recommended Future Charges 2020-2021**

- Address matters of graduate and professional student life
  - Students valued the SLC reaching out to listen to their needs.
  - Many were not aware of the committee’s existence and role. Opportunity for improved communication.
  - Formalize the relationship between SLC and Graduate and Professional Councils to keep channels open. SLC members will meet with the leadership of each council on an annual basis.
Chair McLean proceeded to the next item of business.

**Old Business**

There was no old business from the Executive Committee.

Chair McLean proceeded to the next item of business.

**New Business**

Vice Chair Holly Algood was very appreciative of the work done within the Senate Committees noting that it is the work of the Standing Committees that brings a feeling of community to the Senate. She received high praise for doing an outstanding job this year. It has been an honor for Chair John McLean to serve and he had immense gratitude to everyone who helped make the Faculty Senate successful. With that, he turned the meeting over to the new leaders.

Chair Catherine McTamaney (2020-21) and Vice Chair Ben Harris (2020-21) shared their vision for next year. In Pluribus Vunum: Civility, Community & Convergence is the theme for next year.

**Civility**
- Transparent decision-making in difficult times
- Connecting the work of the Senate, including in our advocacy and collaboration with the Administration, to the values of the University

**Community**
- Faculty Commons - Exploring and implementing faculty-centric initiatives to fill gaps in our social and professional connections through programming and creative use of this new resource.
- Senate Connections - Internally, providing mentorship to new senators, informal connections across the physical spaces of campus. Externally, through expanding engagement by inviting guests to attend meetings, for both involvement and recruitment of new Senators

**Convergence**
- TT-NTT-Practice faculty - Examination of commonalities, unique roles, opportunities for better utilization and celebration of the ways that each type of faculty may contribute to the scholarly, research, and teaching missions of the university
- VUMC/VU faculty

Both incoming leaders owe a huge debt of gratitude to John McLean and Holly Algood who have set a very high bar. They look forward to working with everyone in the coming year.

Chair McTamaney (2020-21) proceeded to the next item of business.
Good of the Senate

There was no old business for the Good of the Senate

Chair McTamaney (2020-21) proceeded to the next item of business.

Adjournment

A motion was made to adjourn. The motion was seconded. The meeting adjourned at 5:36 pm.

Respectfully submitted,
Holly Algood
Vice Chair