

Minutes for Vanderbilt University Faculty Senate

May 5, 2022, Meeting

Attendees

Voting members in attendance: Adam Anderson, Brian Bachman, Jeffrey Balser, Daniel Barocas, Camilla Benbow, Dietmar Bisch, G.L. Black, James Booth, Brett Byram, Andrea Capizzi, Elizabeth Catania, Andre Christie-Mizell, Nicole Cobb, Idit Dobbs-Weinstein, Wonder Drake, Phillippe Fauchet, Lisa Fazio, Brian Fitzpatrick, Phillip Franck, Debra Friedman, Kathy Friedman, Aimi Hamraie, Graham Hemingway, Tammy Hoyt, Tamika Hudson, Dawn Iacobucci, Eric Johnson, Christian Ketel, Susie Leming-Lee, Daniel Levin, David Lewis, Christopher Lind, Reid Longmuir, Mark Magnuson, Larry Marnett, Ingrid Meszoely, Ryan Middagh, Colleen Niswender, Jeremy Payne, Courtney Pitts, Cynthia Reinhart-King, Florence Sanchez, ML Sandoz, Jacob Sauer, Marcy Singer-Gabella, Rebecca Swan, Claudine Taaffe, Emilie Townes, Saralyn Williams, and Eli Zimmerman.

Voting members absent: Brooke Ackerly, Sari Acra, Victor Anderson, Carolyn Audet, Ryan Belcher, Karen Bloch, Frank Candelaria, John Geer, Eric Grogan, Chris Guthrie, Katherine Hartmann, Ji Hye Jung, Lutz Koepnick, Elliot McCarter, Jami Miller, Robert Miller, Bruce Morrill, Julia Phillippi, Sandra Rosenthal, Kevin Schey, Berk Sensoy, Julie Vernon, Jonathan Waters, and Yesha Yadav.

Ex-officio members in attendance: Vanessa Beasley, Donald Brady, Andre Churchwell, Daniel Diermeier, Steve Ertel, Tracey George, Kathy Gould, Eric Kopstain, Catherine McTamane, Padma Raghavan, David Raiford, Cybele Raver, Cleo Rucker, Ruza Shellaway, and Brett Sweet.

Ex-officio members absent: Gordon Bernard, Doug Christiansen, Nathan Green, Anders Hall, Ben Harris, Candice Storey Lee, John Lutz, John Penn, Jennifer Pietenpol, and Alex Sevilla.

Guests in attendance: Jessica Brotherson, Lindsay Burgener, Eric Bymaster, Kate Derrick, Mary Dietrich, Quentin Eichbaum, Ellen Goldring, Lauren Hammond, Alissa Hare, Becky Keck, Ian Macara, Stacey McCarty, John McLean, Melanie Moran, Victoria Morgan, Marian Piano, Belinda Otukolo Saltiban, Dalana Robertson, Charles Sanders, Shirley Schettino, Kosha Tucker, and Sheree Wright.

Call to Order

A meeting of Vanderbilt Faculty Senate was held on May 5, 2022, on Zoom. It began at 4:10pm and was presided over by Chair Mark Magnuson, with Vice Chair Ryan Middagh as secretary.

Quorum as specified in the Faculty Senate Constitution (revised 4/19/2022) Article II.B.1. was met with the recorded attendance of 39 voting members of the Faculty Senate.

Approval of Minutes

Chair Magnuson motioned for approval of the minutes as circulated of the April 7, 2022, meeting. Chair Magnuson asked whether there were any corrections to the proposed minutes. Corrections were not made.

Secretary Middagh confirmed that the minutes were approved (37 ayes, 0 nays, 11 abstentions).

Chair Magnuson proceeded to the next item of business.

Secretary Middagh motioned for the rules of order to be suspended in order to accommodate schedules of guest speakers. Voting senators and deans were sent into breakout rooms to vote.

Secretary Middagh confirmed that the vote to suspend the Rules of Order passed (43 ayes, 0 nays, 2 abstentions).

Report of the Executive Committee

Chair Magnuson:

Remarked on the activities the executive committee (EC) has accomplished over the past month since the last senate meeting. These activities included the EC's monthly meeting with the Chancellor and Provost, weekly EC discussions, correspondence with committee chairs/co-chairs, preparation of a motion regarding binary pronouns, conversations with senate supporting staff, presentation to the Board of Trust, organization of the spring faculty assembly, solicitation of fall faculty awards, solicitation of year-end committee reports, and planning for the transitioning of senate leadership.

Chair Magnuson then brought up the recommendation that was presented by the Senate Affairs committee in the last senate meeting (4/7/2022) regarding the creation of an ad hoc committee to further evaluate the benefits/challenges of the Vanderbilt University/Vanderbilt University Medical Center (VU/VUMC) separation. He then said that the EC's response to this recommendation is concurrent with their recommendations, and that the charges may be modified slightly to assure the most productive outcome. Chair Magnuson quickly described the motions and resolutions that were presented to the senate during the year. He then thanked all third-year senators, ex officios, and standing committee members that have served this academic year of 2021-2022.

Chair Magnuson turned the floor over to Past Chair McTamanev who brought forward a resolution created by the EC regarding the use of gender-neutral language in senate actions. Past Chair McTamanev read the resolution.

WHEREAS, the Faculty Senate is committed to upholding and furthering the rights, protections, dignity, and inclusion of all its constituents; and

WHEREAS, it is widely recognized that binary gender designations of female and male fail to adequately represent the full spectrum of human gender identities and experiences, including many transgender, nonbinary, and intersex people who may not ascribe to strictly fixed genders; and

WHEREAS, nonbinary gender identities have been recognized by cultures throughout history and around the world, as well as by legal systems, medical authorities, and researchers across the United States and other countries; and

WHEREAS, Vanderbilt University has recognized the need for gender inclusivity in university-issued identification documents, anti-discrimination policies, and various policies related to employment, healthcare, and public facilities; and

WHEREAS, although Vanderbilt University has policies that prohibit discrimination on the basis of sex, sexual orientation, and gender identity, some policies, and other writings continue to use gendered language that is non-inclusive and outdated; and

WHEREAS, it is becoming a more widespread and increasingly recommended practice to use gender-neutral and gender-inclusive language in the drafting of workplace policies, legal, academic, and journalistic writing, and various other means of communication; and

WHEREAS, use of the pronouns "he" or "she" for individuals is not inclusive of all persons, including nonbinary and transgender people who may not ascribe to a particular fixed gender, or people who otherwise use different pronouns; and

WHEREAS, one grammatical technique to avoid gendered pronouns is to reuse the noun in lieu of a pronoun, using plural forms for both nouns and reference words, and expansion of the word “they” to include its use as a singular pronoun, which is becoming increasingly accepted in writing style guides, such as the “Chicago Manual of Style” and the Associated Press stylebook, and which has been officially acknowledged as proper usage in the Merriam-Webster and Oxford English dictionaries;

WHEREAS, the use of “they” as a singular pronoun is inclusive of transgender and nonbinary persons in addition to persons of the male and female genders; and

WHEREAS, the Faculty Senate is committed to using language that is inclusive and representative of all its residents; now, therefore, be it

RESOLVED: The Faculty Senate shall conduct Senate affairs in a manner that uses gender-inclusive language, including non-gendered language and gender-neutral pronouns where appropriate. This practice shall apply in the drafting of

1. new or revised policies,
 2. new or amended action, including resolutions, motions, and amendments to the Faculty Manual, and
 3. new or revised communications, and other writings, including but not limited to new emails and letters sent on behalf of the Faculty Senate;
- and be it

FURTHER RESOLVED: That consistent with this resolution, the Faculty Senate expresses its intent to submit a constitutional amendment to the Faculty Assembly in the next academic year that will amend the Constitution in its entirety to use gender-inclusive language, including non-gendered language and gender-neutral pronouns.

Submitted by the Executive Committee

Mark Magnuson, Chair
 Ryan Middagh, Vice Chair
 Rebecca Swan
 Elizabeth Catania
 Catherine McTamanev
 Ben Harris

Submitted on April 25, 2022

Chair Magnuson opened the floor for discussion, and hearing none, moved the senate to a vote.

Secretary Middagh reported that the motion passed (42 ayes, 3 nays, 4 abstentions).

Chair Magnuson proceeded to the next item of business.

Chancellor Remarks

Chair Magnuson turned the floor over to Chancellor Diermeier.

Chancellor Diermeier:

- Started out by thanking the chair, vice chair, past chair, and past vice chair for their hard work and collaboration this past academic year. He then thanked Jeff Balser for their partnership especially regarding COVID-19.
- Chancellor Diermeier described the rationale for the split between Vanderbilt University (VU) and the Vanderbilt University Medical Center (VUMC). This split is well known across the country now as a well-articulated and very successful model. The split occurred as VUMC has different circumstances and

different strategies than VU (i.e., funding needs). He stated that VU was holding VUMC back in their growth strategy, since VUMC generated about 75% of the university's revenue when they were integrated. This created the need for caution as to what happens in that 75%.

- He said that on the university side, the split has helped tremendously during the pandemic and served a broader strategic purpose, as well as securitization of flowing funds between VU and VUMC, allowing for the reduction of dependence from clinical revenue and investment in the endowment. Chancellor Diermeier pointed out that 25% of the university's total endowment may be directly attributed to the separation from the medical center. The split has allowed the university to invest in its students and its faculty, as well as in basic sciences. Having a predictable and stable funding stream at the university allows it to attract and hire great faculty, and invest in their research long-term.
- Chancellor Diermeier stated how there are still frictions and an enormous amount of complexity to work through regarding working together, but fundamentally VU and VUMC think of themselves as 'One Vanderbilt' in terms of communication and action. He then gave examples of this, saying how the initiative to maximize student development was taken on by both VU and VUMC, and how the VUMC Health Equity Committee have been looking to gain faculty support at VU towards reducing disparities on life expectancy (i.e., racial inequities).
- Lastly, he mentioned that a month ago, for the first time, VU and VUMC's external funding threshold crossed the \$1 billion mark, being that a majority of this was generated by faculty that are employed at VUMC. Chancellor Diermeier said that leadership is looking at this split from a tremendous point of working together with synergy and symbiosis.

Chancellor Diermeier turned the floor over to CEO of VUMC, Dr. Jeff Balsler.

Dr. Balsler:

- Seconded Chancellor Diermeier's comments, and added that the split has been an extraordinary success that very well may have saved us through the pandemic. Dr. Balsler pointed out that VUMC needed to grow since it operates on a 'soft money model' where an enormous amount of their faculty operates on funds that are transferred from clinical enterprise operating profits. He said that VUMC transfers around \$300 million of clinical enterprise margin on an annual basis, and excess revenue over expense directly into research and training. He said that the only way a clinical enterprise can be successful, is by having access to large numbers of patients that need high acuity procedures (i.e., heart and liver transplants). This allows VUMC to generate margins to actually support the research mission and the training mission. Prior to the split, VUMC did not have access to this larger population of patients.
- Dr. Balsler said that since 2016 (the year of the split), VUMC's grant and contract expenditures for research have gone up by 60%. The residency training programs have grown from 88 to over 100 programs, and underrepresented minority employees in residency programs have increased by 20% since the split. Lastly, he said how VUMC conducted faculty satisfaction surveys every 2-3 years, which have received a higher response rate since the split and showing that faculty are at least the same or more satisfied than they were prior to the split.

Chair Magnuson opened up the floor to questions from the Senate.

- Chair Magnuson: It is apparent that the budget of the medical center has been stabilized and is in a healthy spot because of the split. Some tweaks may need to be made and some conversation should be

had regarding the split, but all in all, I do not believe anyone would argue that this is a very positive outcome.

- Dr. Balsler: I know the University is big on recruiting and has been extraordinarily successful in recruiting faculty throughout recent years, and this has been prevalent even in the midst of a pandemic which was contrary to the market. Some of this has been due to the growth of the medical center and how its stature has improved over recent years. This growth has sparked excitement for VUMC and VU in general, which has been wonderful.
- Past Chair McTamane: Are there distinctions in the ways in which faculty experiences would differ from the university side to the medical side in terms of recruitment? Thinking that this may be relevant when thinking about senate representation.
 - Chancellor Diermeier: We operate on 'One Vanderbilt', having one culture and one set of values that are shared. Obviously, the type of work differs, but this is not the issue. We talk about it as 'One Vanderbilt' and go about things like this, and this is the way I would like to keep it.
 - Dr. Balsler: Senior officers at VU and senior officers at VUMC are in constant, standard communication. As the Chancellor mentioned, there is a cultural alignment between VU and VUMC that all senior officers feel is very important. One of the most valuable things that VUMC has is the Vanderbilt brand – most people around the nation/world know the Vanderbilt brand, not the VUMC brand.

Chair Magnuson turned the floor over to Provost and Vice Chancellor for Academic Affairs, Cybele Raver.

Provost Raver:

- In terms of the Task Force on Administrative Effectiveness (TFAE) committee, requests and concerns as well as concerns heard through the listening tour of doctoral programs consisted of helping students travel back and forth between VU and VUMC. It is an administrative challenge for students to make transitions between systems used at VU and VUMC. Provost Raver mentioned that upon the work of André Christie-Mizzell and his team, Vice Chancellor Kopstain and his team, as well as members of VUMC, they have made it easier for students to make this transition.
- Said that under Vice Provost Christie-Mizzell's leadership, we now have clarified the dual identity process, and created a new website for graduate students connected to both VU and VUMC that highlights dual access. Provost Raver said that Vice Provost Christie-Mizzell's team and herself will continue to work on addressing this issue for undergraduates, as well as for programs that are supporting undergraduate research assistance in the VUMC labs.
- Next, Provost Raver highlighted the topic of research computing, specifically regarding The Advanced Computing Center for Research and Education (ACCRES) and grateful to Vicki Greene and her work as well as to the other faculty members serving on the advisory committee to Vice Provost Padma Raghavan. The number of faculty members that use ACCRES in their research has tripled in the last five years (currently over 3000 researchers using ACCRES resources), therefore the storage needs for these faculty and students has grown tremendously. This growth has placed a lot of pressure on outdated equipment; therefore, VU has invested almost \$1 million into the revamp of these ACCRES technologies. This is a large investment on behalf of faculty research needs as well as supporting research efforts across the university.

- She also discussed that CFO Brett Sweet and his team are searching for a Chief Information Officer (CIO), and have extended two seats on the search committee to faculty members who have extensive experience in the computational needs. This means that we have the opportunity to think more actively and proactively about meeting research computing needs, as well as enterprise computing needs going forward. In her oversight of the libraries, Vice Provost Beasley will be hiring a new Director of Libraries who will be joining, who has extensive experience in both data storage and archiving, as well as other areas that can contribute to the search of a CIO.
- Lastly, in terms of the TFAE committee report and the desire to have a follow-up committee, faculty senate suggested faculty as well as various provost nominated faculty members have been appointed to join the committee. The charge will consist of finding and providing effective solutions to the large number of issues raised in the report. Invitations have been sent out to faculty, with a target objective being eight committee members to serve as sources of expertise and advice, as well as hold leadership accountable to the goals set in the beginning of the committee creation.

Provost Raver turned the floor over to the Vice Chancellor for Finance Information Technology and CFO, Brett Sweet.

CFO Sweet:

- Started out by saying how the split of VU and VUMC in 2016 was great for both organizations, however, none of us could necessarily foresee every inefficiency. There are three inefficiencies that have resulted from the split, one being student transitioning of technologies between VU and VUMC, research computing, and the physical space.
- CFO Sweet mentioned the 75 buckets of opportunities for the committee that himself and Provost Raver presented out to the senate a few months ago, and how several of these have since then been addressed and completed. There are several other topics that are being worked on, but cannot yet be labeled as 'done.'
- One specific initiative is that PIs are now able to view how much money is left, what the burn rate is, what the system predicts in terms of how much is left, etc., with just one button. There are also 23 other issues that have been raised after speaking with Deans, which most have been addressed and are currently being worked on. He believes that this process of discussing and raising issues and then holding the issues accountable will be a good foundation for the TFAE committee moving forward.
- CFO Sweet wrapped up by recommending a few next steps for the TFAE committee moving forward, which consisted of developing a plan to receive feedback, discuss progress, and highlight improvements with deans, faculty senate and TFAE committee, research council, faculty, researchers and staff; engage schools and departments to evaluate staffing levels and training needs; develop a faculty panel to provide feedback on process improvements/ideas; and invite a TFAE representative to participate in the Finance and IT work group.
 - Chancellor Diermeier: There was an enormous amount of work that went into the task force, but as both CFO Sweet and Provost Raver have pointed out, we will continue to discover new things and things will come up. The spirit around this is to make continuous improvements and get better, to make it easier for our faculty to do great work.

Chair Magnuson opened the floor to questions for Chancellor Diermeier, Provost Raver, and CFO Sweet.

- Chair Magnuson read an anonymous question from the portal:
 - My dean said he has received no instructions from the provost and our budget office says she has also received nothing from Brett Sweet. Meanwhile we are drowning in RedCap paperwork and petitioning for expenses, because faculty do not currently have any set research budgets/departments do not have budgets, etc.
 - CFO Sweet: On behalf of my office and the provost's office, we work together on these budgets, but we are not managing the local budgets. They look at budgets at a school level, but from there the deans handle the budgets from there.
- Dean Larry Marnett: Getting information from the VU/VUMC interface to do things like pay graduate students from VUMC accounts, is very challenging. Is there an opportunity for the two units to interface more directly than they do currently (i.e., phone call and email communication)?
 - Provost Raver: Vice Provost Christie-Mizzell is actually currently working on this, as there are many complex ways in which we combine funding streams to support doctoral students. There will be some exciting announcements coming up in the next couple of days regarding increased efficiency for graduate students getting the support they need.
- Voting senator: Thank you so much for the updates on graduate students, but also do not forget about the undergraduate students as well. There are a lot of them that have come over to VUMC, and it would be nice if there was a more fluid process in paying them and transitioning them when hiring.
 - Provost Raver: Thank you so much for mentioning this. As said previously, we are looking into this now and will continue to resolve this so that undergraduate students may capitalize on the tremendous opportunities to do research in VUMC labs and in other clinical contexts.

Standing Committee Reports

Chair Magnuson called for reports from the standing committees. Year-End Committee Reports are available on the [senate website](#).

Chair Magnuson turned the floor over to Co-Chair ML Sandoz of the Faculty Life Committee, who presented three resolutions: Addressing Faculty Salary Equity and Competitiveness, Expanding Cost Tiers for Health Care Coverage, and Benchmarking of Benefits to Other Top Institutions.

Co-Chair Sandoz read the three following resolutions:

Proposed: Addressing Faculty Salary Equity and Competitiveness.

- Whereas, Salaries are crucial for faculty retention and morale;
- Whereas, Salary adjustments that are below the cost of living have over time a negative effect on standards of living;
- Whereas, Faculty in Practice and Research Tracks have salaries that have historically lagged national norms;
- Whereas, Faculty have expressed concerns that new faculty hires may start with salaries higher than those of existing faculty;
- Whereas, Faculty salaries depend in part on resources provided by both Vanderbilt University and/or Vanderbilt University Medical Center as well as by individual schools/colleges and departments; and
- Whereas, Destination Vanderbilt provides robust resources for faculty recruitment, but similar resources have not been provided for faculty salary and retention.

Be it resolved, The Faculty Senate requests that Vanderbilt University and Vanderbilt University Medical Center review salary structures and propose strategies to achieve salary equity;

Be it resolved, The review process include faculty of the schools/colleges and their leadership to review salary structures and identify any concerning patterns; and

Be it resolved, A report be made to the Faculty Senate about strengths and weaknesses of possible strategies to advance achievement of salary equity.

Proposed: A resolution on Expanding Cost Tiers for Health Care Coverage.

- Whereas, The Vanderbilt University Faculty Manual does not require a pre-specified number of categories based on employee salary;
- Whereas, The middle of three tiers of health care costs is for salaries for Vanderbilt University is \$60,000.00 to \$149,999.99. In comparison, Vanderbilt University Medical Center has five tiers from \$49,000 or less to \$200,000 or greater; and
- Whereas, These differences create marked discrepancies in terms of the percentage of income spent on health care that can be as much as two-fold higher at the lower end of the band compared to the upper end.

Be it resolved, The Faculty Senate requests that the University Benefits Standing Committee investigate creating more tiers for health care coverage to more equitably share the cost of healthcare and report back to the Faculty Senate.

Proposed: A Resolution on Benchmarking of Faculty Benefits to other Top Institutions.

- Whereas, Vanderbilt University and Vanderbilt University Medical Center assert that their benefits packages compare favorably with those offered by other institutions;
- Whereas, Data to accurately assess how Vanderbilt's packages and rates compare to other institutions is unavailable;
- Whereas, Benefits are a crucial factor in recruiting and retaining high quality faculty; and
- Whereas, Benefits are a major factor in faculty morale.

Be it resolved, The Faculty Senate requests that Vanderbilt University and Vanderbilt University Medical Center each hire in conjunction with the Benefits Standing Committee [and VUMC equivalent] an independent and qualified firm to research, compile, and provide data as to what is included in the top tier of faculty benefits packages offered nationally;

Be it resolved, The information include but not be restricted to insurance for health, dental, and vision care, health savings accounts, child care supports, tuition benefits for faculty and family members, disability and life insurance;

Be it resolved, The analysis include the aggregated total cost of the benefit package provided to faculty members; and

Be it resolved, A report be made to the Faculty Senate in order to promote candid and more informed strategic discussions on the matter.

Committee Members:

EC Liaison: Mark Magnuson, Medicine (2022)
 Chair 1: Katherine Hartmann, Medicine (2023)*
 Chair 2: ML Sandoz, A&S (2024)
 Dietmar Bisch, A&S (2022)*
 Tamarya Hoyt, Medicine (2024)
 Dan Levin, Peabody (2022)
 Jami Miller, Medicine (2023)*
 Bruce Morrill, Divinity (2024)
 Florence Sanchez, Engineering (2024)
 Tracey George (Ex Officio)

Chair Magnuson opened the floor for questions from the senate.

- Voting Senator: What is the intention for the second resolution? Is it for employees in the upper tiers to pay more for their health care, or to make the lower tiers pay less for their health care?
 - Co-Chair Sandoz: Our goal was for the people with lower salaries to pay less, so the portion of their annual pay going towards their benefits packages would not be so large.

Chair Magnuson then turned the floor over for voting on the three resolutions. A motion was made to vote on all presented resolutions. There was a second. Voting senators and deans were sent to a breakroom to vote.

Secretary Middagh announced that all three resolutions passed:

The Resolution for Addressing Faculty Salary Equity and Competitiveness carried with a vote of (37 ayes, 3 nays, 0 abstentions).

The Resolution on Expanding Cost Tiers for Health Care Coverage carried with a vote of (34 ayes, 2 nays, 2 abstentions).

The Resolution on Benchmarking of Faculty Benefits to other Top Institutions carried with a vote of (36 ayes, 3 nays, 1 abstention).

Chair Magnuson turned the floor over to the Chair of the Faculty Manual Committee (FMC), Katherine Friedman.

Chair Friedman:

- The FMC recommends to the EC that a working group be formed to facilitate streamlining of the Faculty Manual. The working group would also identify sections of the manual that do not fall under Faculty Governance and that could either be simplified or deleted.
- Next, Chair Friedman then presented a motion to change the faculty manual, specifically removing binary pronouns.

Faculty Senate Motion: Changes to Faculty Manual: Removal of binary pronoun

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 Faculty Manual should utilize inclusive language that reflects all members of the faculty,

Whereas, these changes will be effective after they have been approved and published under the process set out in the Faculty Manual, Part I, Chapter 5,

Whereas, the Faculty Manual was changed from binary to non-binary personal pronoun usage throughout the Faculty Manual,

Whereas, these edits did not remove the use of binary pronouns in one sentence of Part IV, Chapter 1, B.6.c,

Whereas, Motion 4: Parental leave (passed on January 16, 2020) made changes to Part VI, Chapter 4, number 5,

Whereas, the changes made in Motion 4: Parental leave (passed on January 16, 2020) mistakenly introduced binary pronouns,

Whereas, all references to the current Faculty Manual are to the revision dated January 10, 2022,

In accordance with notice given of this motion:

Be it resolved, consistent with the Faculty Senate's role in shared governance, that the Faculty Senate express its acceptance, by vote, of the following proposed revisions to the Faculty Manual for inclusion by addition and substitution in the following parts and chapters as set out specifically below:

- Part IV, Chapter 1, B.6.c
- Part VI, Chapter 4, number 5

Be it resolved that Part IV, Chapter 1, B.6.c be deleted and that the following paragraph be substituted so that it now reads:

c. there is an immediate need to protect the interests of the person(s) making the allegations of the individual(s) who is the subject of the allegations (as well as their/her/his co-investigators and associates, if any) or of third persons, such as other faculty, students, staff and patients;

Be it resolved that Part VI, Chapter 4, number 5, Effect on Probationary Period be deleted and that the following paragraph be substituted so that it now reads:

5. Effect on Probationary Period

A tenure-track faculty member who takes parental leave under this policy shall receive an automatic one- year extension of the tenure clock. In order to opt-out of an automatic extension of the tenure clock, a faculty member must notify the department chair or Dean in writing within six months after the birth or adoption and no later than six months prior to the academic year in which tenure review would occur. If the parental leave occurs during the period when the tenure dossier would be created, then the faculty member may not opt out of the extension due to their/her/his unavailability to participate in the construction of the dossier. The total of all extensions to the tenure clock cannot exceed two years. Family and Medical Leave Act ("FMLA") and Tennessee Maternity Leave Act, as amended ("TMLA") The benefits afforded faculty under this policy are intended to be consistent and not in conflict with rights afforded under the FMLA and the TMLA. Any leave taken under this policy, to the extent that it also qualifies for FMLA or TMLA leave, will count as FMLA or TMLA leave, and the written agreement should clearly state that intention. (See Sections C and E, below, for further discussions of FMLA and TMLA.)

Be it resolved, that consistent with Part I, Chapter 5 of the Faculty Manual, upon passage of this Motion by the Faculty Senate, this proposal for changes shall be sent in writing by the Chair of the Faculty Senate on behalf of the Senate to the Chancellor and the Provost as the Faculty Senate's proposal for a change in the Faculty Manual, and will then follow the approval process set out in the Faculty Manual.

Faculty Manual Committee

Katherine Friedman, Committee Co-Chair
 Mark Magnuson, Executive Committee Liaison
 Brian Bachmann
 Leon Bellan
 Brett Byram
 Colleen Niswender
 Tamika Hudson
 Andrea Capizzi
 Houra Merrikh
 Brian Heuser
 Mariann Piano
 Steven Meranze

Chair Magnuson opened the floor to questions, and hearing none, turned the floor over for voting on the motion.

Secretary Middagh announced that the motion passed with (40 ayes, 0 nays, 4 abstentions).

Chair Magnuson proceeded to the next item of business.

Ad Hod Committee Reports

No reports were made.

Old Business

There was no old business.

Chair Magnuson proceeded to the next item of business.

New Business

Chair Magnuson proceeded to election of the new senators.

Per the Faculty Senate Constitution, Article II, Part B, Paragraph 2

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]

- He announced the two candidates, Andrea Capizzi from the Peabody School of Education as the Chair-elect candidate for 2022-2023, and Tammy Hoyt from the School of Medicine as the Vice Chair-elect candidate for 2022-2023. Chair Magnuson mentioned that each of their statements of interest were received and have been posted in the senate portal for viewing.

Chair Magnuson opened the floor for additional nominations. There were none. Chair Magnuson opened the floor for discussion. There were no questions and no debate.

Election of Chair-elect: Andrea Capizzi.

The voting proceeded. Chair Magnuson asked Vice Chair Middagh to share the results of the vote. Vice Chair Middagh indicated that the vote carried with (37 ayes, 4 abstentions)

Election of Vice Chair-elect: Tammy Hoyt.

The voting proceeded. Chair Magnuson asked Vic Chair Middagh to share the results of the vote. Vice Chair Middagh indicated that the vote carried with (37 ayes, 4 abstentions)

Secretary Middagh and Chair Magnuson expressed their congratulations to Andrea and Tammy and how they look forward to working with them.

Chair Magnuson proceeded to the next item of business.

Good of the Senate

Chair Magnuson:

- As this academic year is coming to an end, we are going to move forward with the new Chair, Rebecca Swan and Vice Chair, Liz Catania.
- Passed the gavel over to Rebecca Swan as the Chair of the senate for the 2022-2023 academic year.

Chair Swan:

- Thanked Mark and announced the EC for the 2022-2023 academic year, as well as stated that the parliamentarian for this next term will be John McLean. Chair Swan thanked John for agreeing to take on this role, as he has a lot of senate experience and will be a great addition to senate leadership.
- Presented her vision for 2022-2023 as 'Finding Common Ground: Connection, Clarity, and Communication.'
 - Connection: Our goal is to reinforce our professional and social connections as the senate continues to contribute to scholarship research and teaching missions of the university
 - Clarity: Want to focus on the core identity of the faculty senate, being prioritizing understanding where and how shared governance best functions at Vanderbilt.
 - Communication: To be a successful voice of the faculty at Vanderbilt, we need to engage the faculty representatives to ensure they are aware of the senate's ongoing work. Our goal is to facilitate bi-directional dialogue between the senate and set of councils, enhance faculty feedback portals, and formalize quarterly messaging from senate to all faculty members.
- Expressed thanks to Catherine McTamane and Ben Harris, who served as Past Chair and Past Vice Chair this past year, for their commitment, experience, leadership, wisdom, and sense of humor this past year, which have all been greatly appreciated.
- Expressed thanks to Mark Magnuson and Ryan Middagh, who served as Chair and Vice Chair this past year, and presented crystal-etched books to them as a thanks for their hard work and commitment. Chair Swan also expressed thanks to Donald Brady who supported the EC and served as the parliamentarian this past year.
- Extended special thanks to Stacey McCarty, as without her, the senate office would not function. Chair Swan also thanked graduate assistants Jessica Brotherson and Jordan Bowen for their hard work this past year. She said how all three have been a tremendous help in allowing the senate to function properly.
- Lastly, Chair Swan mentioned to all current senators that they will be receiving a survey shortly that asks for input on committee involvement, as well as interest in serving as committee chairs. She said how they appreciate the time it takes to fill out these surveys, as herself and Vice Chair Catania will need to populate committees for the upcoming year in the next month or so.
- Said how herself and Vice Chair Catania are looking forward to starting their work for this next academic year in the senate.

Chair Swan opened up the floor to any questions from the senate, and hearing none, asked for a second to adjourn the meeting.

Adjournment

It was moved that the meeting should be adjourned. There was a second and the meeting adjourned at 5:38pm.



Ryan Middagh, Secretary
Faculty Senate Vice Chair

September 15, 2022

Date of Approval