Attendees


Ex-officio members in attendance: Donald Brady, Daniel Diermeier, Steve Ertel, Anders Hall, Amy Johnson, Candice Lee, John Lutz, John McLean, Cybele Raver, Tracey Sharples-Whiting, and Jon Shaw.

Ex-officio members absent: Doug Christianson, André Churchwell, Tracey George, Nathan Green, Eric Kopstain, Jennifer Pietenpol, Padma Raghavan, Cleo Rucker, Ruza Shellaway, and Brett Sweet.

Guests in attendance: Elle Boeding, Stacey Bonner, Kate Derrick, Lauren Hammond, Pam Jones, Stacey McCarty, Elissa Moody, and Sheree Wright.

In attendance on Zoom: G.L. Black, Celina Callahan-Kapoor, John Geer, Jane Hirtle, Mark Magnuson, Ryan Middagh, Jami Miller, David Raiford, Shirley Schettino, Alex Sevilla, Amanda Shakal, Tiffiny Tung, and Dawn Turton.

Call to Order

A meeting of Vanderbilt Faculty Senate was held on September 15, 2022, at the Faculty Commons Room 200. It began at 4:11pm and was presided over by Chair Rebecca Swan, with Vice Chair Liz Catania as secretary.

Quorum as specified in the Faculty Senate Constitution (revised 4/5/2019) Article II.B.1. was made with the recorded attendance of 51 voting members of the Faculty Senate.

Approval of Minutes

Chair Swan motioned for approval of the minutes as circulated of the May 5, 2022, meeting. Chair Swan asked whether there were any corrections to the proposed minutes. Corrections were not made.

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

Chair Swan proceeded to the next item of business.
Report of the Executive Committee

Chair Swan:

- Chair Swan welcomed new senators, thanked returning senators for their continued service, and introduced Parliamentarian McLean. Chair Swan introduced the theme for the year as community, clarity, and communication.

- Chair Swan introduced each standing committee individually and read their standing charges as listed on the Faculty Senate Website. Chair Swan thanked each committee chair and ex officio members and stressed the importance of the work done in committee.
  - Academic Policies and Services Committee: Chairs Phil Lieberman and Kristen Scarpato
  - Diversity, Equity, and Inclusion Committee: Chairs Susie Leming-Lee and Jonathan Waters
  - Faculty Life Committee: Chairs Alissa Hare and ML Sandoz
  - Faculty Manual Committee: Chair Doug Fisher
  - Grievances Committee: Chair Catherine McTamaney
  - Senate Affairs Committee: Chair Brian Heuser
  - Strategic Planning and Academic Freedom Committee: Chair Jacob Sauer
  - Student Life Committee: Chair Claudine Taaffe

- Chair Swan then shared the status of the motions passed at the May 5, 2022 meeting to reinforce the theme of clarity.
  - Addressing Faculty Salary Equity and Competitiveness: Sent to the Provost on 5/10/2022. The provost is planning to hire an outside consultant to assist with research and analytics. More information will follow.
  - Expanding Cost Tiers for Health Care Coverage: Sent to the Provost on 5/10/2022 and was referred to the Benefits Standing Committee
  - Benchmarking of Faculty Benefits to Other Top Institutions: Sent to the Provost on 5/10/2022 and was referred to the Benefits Standing Committee
  - Changes to Faculty Manual—Removal of Binary Pronouns: Approved by the Chancellor

- Chair Swan closed her remarks by sharing the senate is fortunate to have a close working relationship with administration meeting monthly with the Chancellor and Provost as well as institutional leaders. An example that emerged from that communication and collaboration is that the executive committee advocated on behalf of faculty to Vice Chancellor for Administration Eric Kopstain regarding concern about increased parking costs, leading to a reinstatement of rates from last year.

Chair Swan proceeded to the next item of business.

Chancellor Remarks

Chair Swan turned the floor over to Chancellor Diermeier.

Chancellor Diermeier:

- Chancellor Diermeier thanked Chair Swan and welcomed everyone to the new space and to the new academic year. He discussed how he will provide context about what Vanderbilt wants to accomplish in the global arena and how he wants to work together with the Faculty Senate. Chancellor Diermeier began by sharing the evolution of Vanderbilt University from our founding in 1873 through our modern-day presence as a top tier national university. The incoming class of students represent the most diverse and highly talented student body in the history of the university. Specific steppingstones were
Chancellor Diermeier went on to explain that the natural evolution for the university is to consider its global reputation which is important in order to strengthen faculty, research, and graduate education. Chancellor Diermeier explained the nuances and importance of university rankings. There is a group of universities clustered as ranked both domestically and globally, and a group of universities clustered as ranked highly domestically but not globally. Vanderbilt falls in the second group which has an especially strong impact on graduate education. You are not going to get access to the top talent if you are not a player on the global field. An example was given of the UK High Potential Individual Visa, where applicants must have attended a university that is ranked top 50 on at least two of three approved lists and Vanderbilt is not currently an approved institution.

Chancellor Diermeier introduced four recommendations:

- Improve Administrative Structures: Some of this work is already underway. One example is that Vanderbilt was not diligent in providing all relevant information to ranking institutions in the past and that has been changed. Another example of improved administrative structures was that student visa turnaround has gone from 3-4 weeks to 1-3 days.
- Global Scholars: Bring global scholars to campus.
  - International Outreach: In partnership with marketing and communications to make sure that the great working being done by faculty is recognized and being put in the right places.
  - Case study: there was dedicated strategy for sharing news of the appointment of the new Dean of Basic Sciences, John Kuriyan, both domestically and globally.
- Global Strategy Committee: the above recommendations came straight from a faculty report in 2017 and is being used as a point of departure.

Chancellor Diermeier ended by sharing he has discussed these recommendations with the executive committee and plans to launch a working group to think about Vanderbilt’s global positioning. The working group will connect with the SPAF committee and come back to the Faculty Senate to provide an overview of what work is happening.

Chair Swan opened the floor to questions from the senate.

- Comment: There have been administrative issues regarding processing and start date for global scholars coming to campus.
  - Chancellor Diermeier: We are aware of this and hopefully have resolved the issues.

- Question: Do you plan to identify and harness institutional relationships that already exist between faculty and their partners?
  - Chancellor Diermeier: Those are things we can do right away and make an inventory of things that are happening. We want the working group to look at this and how we want to leverage these relationships.

- Comment: This is the most exciting thing happening at Vanderbilt. It is urgent that we rebuild this infrastructure.
  - Chancellor Diermeier: We need to do the work and the research, but we also need to talk about it because if people don’t know about us, we will not have a seat at the table.

- Question: STEM fields are at the forefront of all examples given, what about the humanities?
Chancellor Diermeier: Administrative structures need to support the entire university. We want to tell the stories of all work including humanities. The Global Scholars program will be particularly attractive and beneficial to the humanities due to the nature and structure of the program. It is important to have the voices from humanities as we think about global strategy.

Chair Swan proceeded to the next item of business.

**Standing Committee Reports**
There was no standing committee reports.

Chair Swan proceeded to the next item of business.

**Old Business**
There was no old business.

Chair Swan proceeded to the next item of business.

**New Business**
There was no new business.

Chair Swan proceeded to the next item of business.

**Scheduled Remarks**
Chair Swan introduced Provost C. Cybele Raver

Provost Raver:
- Provost Raver continued the discussion of global strategy stressing the importance of the university being known globally and keyed in to lead collectively in the area of research. The provost used the example of recently released rankings in US News and World Report in which Vanderbilt moved up one place to 13th overall, but in Higher Ed., Research, and Development, Vanderbilt is still at 31th. Vanderbilt is not being recognized enough for its work in research and innovation in the sciences and social sciences, the humanities and art.

- Provost Raver then shared a status update on the Task Force on Administerial Effectiveness Follow up Committee (TFAEFC) and introduced the nine appointed faculty members and three appointed staff members:
  
  **Faculty members:**
  - Richard Willis, chair (Owen)
  - Dylan Burnette (Basic Sciences)
  - Vicki Greene (A&S)
  - Chalene Helmuth (A&S)
  - Douglas Shadle (Blair)
  - Jennifer Ledford (Peabody)
  - Julia Phillippi (Nursing)
  - Jennifer Shinall (Law)
  - Karl Zelik (Engineering)
Staff Members:
- Josh Brewer, (CEO, Arts and Sciences)
- Brigitta Jozefowski (Senior Director of Grants and Contracts, Engineering)
- Emma Pacilli (Administrative Officer, Core Services from Basic Sciences)

The Provost is excited to think about what the committee can do alongside the Vice Chancellors, and Deans. The committee has identified three pillars to guide their work:
- Investigate best practices: what north star are we shooting for as we are looking at how to support our campus?
- Investigate operational changes that have been implemented by Vice Chancellor Brett Sweet’s Research and Finance team, Deans and other members of the leadership team including Vice Chancellor Eric Kopstain and Vice Provost Padma Raghavan and to beta test the solutions that have been created thus far.
  - Brett’s team reported progress on 59% of the top 75 issues.
  - Formed a financial operations working group to identify the issues and challenges in processes, procedures, and operations with grant management and administration which resulted in solutions, but will need faculty and staff to dedicate time to first proof them to see if they work and do in fact improve the procedures.
- Communicate and report out findings and changes: hold the university and working committee accountable to concerns raised in the report.

• Provost Raver explained this is a short-term assignment, and the committee will work for six months to one year, but not any longer. At the end of their work, the committee will issue 1-2 high profile report outs in form of verbal reporting and bulleted PowerPoint slides.

• Provost Raver then shared that Associate Provost Doug Adams is working to examine and think through the unanticipated negative consequences and costs of the Vanderbilt University/Vanderbilt University Medical Center separation and ways to streamline processes. Provost Raver recently attended the undergraduate research fair last week and met students who travel between VU and VUMC which highlighted the “why” of the research endeavor for training undergraduates in creating new knowledge. We are an institution that wants to train the next generation of new leaders. This is as much in the arts and the humanities as in STEM, the comparatist approach is exhibited by the humanities and the arts and creative expression. Provost Raver concluded by stating that she wants to co-create a new model of hearing from faculty, with faculty governance playing an important role in lifting up and investigating key issues that would drive the success of the institution

Chair Swan opened the floor to questions from the senate. No questions were raised.

Chair Swan introduced Associate Vice Chancellor for Health and Wellness Pam Jones and Director of Health and Wellness, Stacy Bonner.

Associate Vice Chancellor Jones:
- Associate Vice Chancellor Jones stated show happy she was to present something so fundamentally important to the health and wellness of the Vanderbilt campus. The new Employee Assistance Program (EAP) was put together through hard work with people from Human Resources. The program is specifically for VU employees, and VUMC employees will remain on the wellness plan provided through VUMC. The Employee Assistance Program will have two new vendors: Lyra and Virgin Pulse. VU will continue to partner with VUMC for the Occupational Health Clinic.
• Lyra will provide preventative, clinical, and complex care surrounding mental health. The program includes services for employees, their spouses, and children 2+ years of age. 12 therapist sessions are covered per year (for each person) and after that, the services will seamlessly transfer to Aetna, the employee health insurance provider. Individuals can see a therapist in person or via telehealth, and services are available across many different languages.

Stacy Bonner:
• Virgin Pulse is a wellbeing platform with tools to provide a holistic approach to wellness, specifically regarding behavior change.
• Both new programs will begin January 1, 2023.

Chair Swan opened the floor to questions from the senate.
• Question: Will the wellness presentation slides be made available?
  o Associate Vice Chancellor Jones: Yes.

Chair Swan proceeded to the next item of business.

**Good of the Senate**

Chair Swan opened the floor to comments.

Chair Swan thanked the Chancellor, the Provost, Associate Vice Chancellor Jones, and Stacy Bonner for their remarks. Chair Swan shared about the various spaces within the Faculty Commons that are available for faculty members to reserve. Chair Swan then reminded the senators of their role as a representative and encouraged them to share the information they heard with their departments, mentioning that information will also be released in MyVU throughout the year.

Chair Swan proceeded to the next item of business.

**Adjournment**

It was moved that the meeting should be adjourned. There was a second and the meeting adjourned at 5:08pm.

Liz Catania, Secretary  
Faculty Senate Vice Chair  

Date of Approval