Minutes for Vanderbilt University Faculty Senate
November 3, 2022, Meeting

Attendees

Voting members in attendance: Susan Andrews, Brett Byram, James Booth, Andrea Capizzi, Katherine Carroll, Elizabeth Catania, Nicole Cobb, Christos Constanttinidis, Lisa Fazio, Katherine Friedman, Kelly Goldsmith, Alissa Hare, Brian Heuser, Tamarya Hoyt, Rebecca Ihrie, Christian Ketel, Peter Kolkay, Susie Leming-Lee, Sara Martin, Rob Mikos, Colleen Niswender, Emanuelle Oliveira-Monte, Anna Richmond, Rupi Saggi, ML Sandoz, Jacob Sauer, Kristen Scarpato, Kevin Schey, Amanda Satterthwaite, Amanda Shakal, Melissa Snarr, Rebecca Swan, Emile Townes, Julie Vernon, and Jonathan Waters.


Ex-officio members absent: Doug Christianson, Steve Ertel, Nathan Green, Amy Johnson, Eric Kopstain, Candice Lee, Jennifer Pietenpol, David Raiford, Alex Sevilla, Tracy Sharpely-Whiting, and Ruby Shellaway and Brett Sweet.

Guests in attendance: Elle Boeding, Kate Derrick, Sean McAfee, Stacey McCarty, Elissa Moody, and Sheree Wright.


Call to Order

A meeting of Vanderbilt Faculty Senate was held on November 3, 2022, at the Faculty Commons Room 200. It began at 4:14pm 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 35 voting members of the Faculty Senate.

Approval of Minutes

Chair Swan motioned for approval of the amended minutes as circulated of the October 6, 2022, meeting. Chair Swan asked whether there were any corrections to the proposed minutes. One correction was made: Senator Lisa Fazio was recorded as not attending but did attend.

Chair Swan delayed the vote on the minutes as quorum was not yet made and proceeded to the next item of business.
Report of the Executive Committee
Chair Swan:

- Committees have continued to meet monthly and report outs will begin soon. The Executive Committee has been meeting with Faculty Councils and Deans, and met with representatives from Peabody, Law, and Blair this past month.

- The Ad Hoc Committee on VU/VUMC has been created. Some members have been recruited and anyone interested in the committee should contact Chair Swan.
  - Chairs: Vicky Morgan and Stephen Camarata
  - Charges:
    - Evaluation of challenges to the educational and research missions resulting from the split
    - Developing a prioritization strategy for addressing these challenges
    - Developing a strategy whereby recommendations to address challenges may be operationalized
    - Evaluating future policies changes as needed in either institution that challenges collaborative work

Chair Swan proceeded to the next item of business.

Chancellor Remarks
Chair Swan turned the floor over to Chancellor Diermeier.

Chancellor Diermeier:

- Has been traveling a lot the past three weeks across the country. It is particularly striking how much parents and non-university members are speaking of our campus. There is a great energy on campus that you can feel and a positive spirit of what is possible for us as we head into our sesquicentennial.

- AAU meeting had an atmosphere of malaise and schools still dealing with the aftermath of Covid and the erosion of public trust in higher education. Worries are with respect to the public trust-this is what leads to bad outcomes and is not to be taken lightly.

Chair Swan opened the floor to questions from the senate.

- Question: Were there any solutions offered [at the AAU meeting] to counter the negative downtrend?
  - Diermeier: Insufficient. There were solutions offered but there was a lack of urgency and intent to take this seriously

Chair Swan proceeded to the next item of business.

Standing Committee Reports
Chair Swan turned the floor over to the Faculty Life Committee

Faculty Life Committee:
• There are several options for seminars to be addressed next semester. A ballot will be sent out electronically within the next few days for senators to rank their top 5 choices for seminar topics.

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:

• Updates: We are continuing to work on the TFAE follow-up committee on those issues. I had dinner with faculty who lead training programs. We have 23 faculty who are PIs of 34 training grants totaling over $38M in funding for diversifying our STEM workforce and was able to get feedback on obstacles of bringing that kind of support to the university. Please keep comments and suggestions coming.
• Three principled objectives on how to support students’ identities at Vanderbilt as a follow up from end of last year. Spent time consolidating thoughts, gathering data and to better understand the ways that Vanderbilt supports its students’ identity and belonging on campus:
  o Giving students the opportunity and resources to explore and affirm identities
    ▪ Identities change over time both individually and societally and universities must support this. Brick and mortar building framework may add value but also present challenges including time and fulfilling a definition that is no longer true. Seeking for students to identify with all spaces to feel comfortable in all spaces. Programming may be a solution that is more exciting in meeting students’ need in this regard and is a pro-active message for students to understand. It is important to build those spaces in multiple environments.
  o Provide opportunity to recharge and find like-minded individuals
    ▪ Being a member of a marginalized community can be fatiguing. Student Affairs is a great location in which students find that form of support that can be culturally, racially, ethnically or gender identified in multiple ways
  o Provide rich and vibrant path for intellectual inquiry
    ▪ Consider where we should take next steps to expand students’ understanding of communities, cultures, traditions, and values of all kinds. Can use inquiry to be novice, being new to it, in an area in a way that is safe and accepting and supporting. CLAPS is a great example of combining social connection with inquiry.

Provost Raver introduced Vice Chancellor of Outreach, Inclusion, and Belonging André Churchwell.
Vice Chancellor Churchwell:

- Started by sharing that supporting students is key to the mission in the commitment to belonging.
- Maintaining safe spaces is the product of collaborative efforts and partnerships between Equity, Diversity, and Inclusion, Student Affairs, and the Office of the Provost. Need to be intentional about leveraging the wide range of campus resources available for our students to feel affirmed and included in their identities. Almost half of our incoming students come from a racial/ethnic minority group.

Vice Chancellor Churchwell introduced Vice Provost for Student Affairs G.L. Black

Vice Provost Black:

- Student Organizations
  - 138 cultural or identity-serving student organizations and we have seen growth in the number of organizations and number of students involved in these organizations over time
  - 30% of FY23 Student Services Fee distributed to these groups
  - 339 cultural events/programs hosted by student organizations since Fall 2021 across 80 different spaces on campus
  - 4 houses in the West End Neighborhood have been re-purposed to create space for diverse programming/events

- Identity Centers
  - 6 cultural or identity-serving offices and centers on campus
  - At least 240 cultural events/programs/trainings have been hosted by these units since Fall 2021 across 54 different spaces on campus
  - Signature Programs:
    - Diverse ‘Dores Day
    - Graduation Recognition Ceremonies
    - Heritage Months
    - Cultural Competency Trainings/Workshops

- Academic Programs and Departments
  - Since Fall 2021, 13 academic programs/departments have offered over 300 courses related to cultural, ethnic, racial, and/or religious identities
  - At least 60 cultural events/programs/trainings have been hosted by these programs/departments since Fall 2021.
  - Many of these events were co-hosted by other academic programs/departments and/or with identity centers or student organizations

- Future programming: Incredible work happening across campus. There is an opportunity to leverage these existing collaborations between identity centers, student organizations, and academic programs and departments and grow new ones. What are the key times where we want to create, sustain, or maximize a sense of belonging on campus? Pre-arrival and welcome provide the opportunity to coordinate our efforts before students even arrive and, as they are arrive, to campus. Early social connections benefit students as they transition on campus. All coordinating opportunities include academic milestones, cultural celebrations, cultural ceremonies, internships, placements and networking. Those coordinated efforts are opportunities to come together to create dialogue.
Focused on opening multi-purposed areas in the West End neighborhood. This will provide opportunity for small and large group programming. Continuing to expand Residential College system which provides an opportunity for even more layers of community and programming spaces.

Chair Swan opened the floor to questions from the senate.

- **Question:** Since the Provost is so data driven, what outcomes metrics are there to show us that any of this work is actually creating the community that we want?
  - Provost Raver: This is a huge topic among Provosts. Look at something as basic as alumni giving from minoritized students, peer to peer endorsement for application, academic and social outcomes. We could choose many different outcomes and would love to hear where there are gaps/concerns to hold ourselves accountable. We currently are building a massive database to be able to understand these outcomes. I do not have those data today.
  - Vice Provost Black: We have discrete data points about each of the areas and are developing a belonging survey that will be launching sometime next year. Want to look at it more holistically moving forward.
  - Chancellor Diermeier: Excellent point. Good idea for us to zoom into a couple of these things and select the outcome variables we want to track (belonging, success, leadership, peer-to-peer). Activity is great but outcome is what matters, and we want to know we are doing that.
  - Senator: In the Learning Assistant program we have a published study on how using learning assistants increases sense of belonging in gateway STEM courses. We are doing these things on the local level as well.

- **Question:** How many of the events involve intercultural/intergroup collaboration and dialogue?
  - Vice Provost Black: Mix of programs around showcase and dialogue. Student organizations and identity centers both participate, and we do have the data on this.

- **Question:** Have we seen an increase in the number of students of color in the past 10 years?
  - Vice Chancellor Churchwell: We have great data from the enrollment management team to show our diversity is increasing and at the level of other top universities.
  - Chancellor Diermeier: Big driver of this is Opportunity Vanderbilt. Every year we are getting better and better with the best quality of students and the most diverse group of students. We have a diverse student body and faculty and to get value of that people need to interact. We need to create a culture where this happens naturally and the more intentional we can be about that the better.

- **Question:** What are the efforts being made to also diversify the faculty line?
  - Provost Raver: This has been a pressing issue the past 10 years nationally—it is the faculty who will be here for years to come. I hold everyone extremely accountable for creating extremely diverse candidate pools, including recruiting those with cultural competence to be able to teach a diverse student body. The same thing is true in roles of leadership. Our numbers are strong but not quite great enough. Tracey George holds training for faculty search panels for how to go about the process in a diverse and inclusive way.

Chair Swan proceeded to the next item of business.

**Good of the Senate**

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

- Made a reminder that the Faculty Commons spaces are available to reserve, and of the next Senate meeting date on December 8, 2022.

Chair Swan opened the floor to comments.

- Senator: The room acoustics are particularly terrible. Could we look into some different speakers for those who may be hearing impaired?
  - Chair Swan: Yes, we will look into this for our next meeting.

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 5:09pm.

February 2, 2023

Liz Catania, Secretary

Faculty Senate Vice Chair