

Minutes for Vanderbilt University Faculty Senate

November 2, 2023, Meeting

Attendees

Voting members in attendance: Alissa Hare, Allison Walker, Amanda Rose, André Christie-Mizell, Andrea Capizzi, Anna Richmond, Brian Heuser, Bruce Morrill, C. Louis Garrard, Camilla Benbow, Cindy Reinhart-King, Dan Levin, David Hyde, Dawn Iacobucci, Florence Sanchez, Frank Candelaria, Ingrid Meszoely, James Booth, Joe Fishman, Joerg Rieger, John Ayers, John Kuriyan, Jonathan Sprinkle, Joyce Johnson, Julie Vernon, Julio Ayala, Kate Clouse, Kelly Sopko, Kristen Scarpato, Marcy Singer-Gabella, Mariano Sana, ML Sandoz, Nicole Cobb, Pamela Jeffries, Pengfei Li, Peter Kolkay, Piran Kidambi, Queen Henry Okafor, Rebecca Ihrle, Ryan Belcher, Tamarya Hoyt, Thomas Steenburgh, Tim Hanusa, Tyler Barrett, Yolanda Piece, and John Yang.

Voting members absent: Aimi Hamraie, Alexandra Shingina, Amanda Satterthwaite, Amanda Shakal, Buddy Creech, Catherine McTamaney, Celina Callahan-Kapoor, Chris Guthrie, Christian Ketel, Christos Constandtinidis, Claudine Taaffe, Debra Friedman, Elise Boos, Elliott McCarter, Emanuelle Oliveira-Monte, Jeff Balsler, Ji Hye Jung, John Koch, Jonathan Waters, Katherine Carroll, Kelly Goldsmith, Kevin Schey, Krishnendu Roy, Lea Acosta, Lisa Fazio, Ralf Habermann, Ritu Banerjee, Sara Horst, Sara Martin, Susan Andrews, and Timothy McNamara.

Ex-officio members in attendance: Alan Wiseman, Cleo Rucker, Cybele Raver, Daniel Diermeier, Donald Brady, G.L. Black, Padma Raghavan, Rebecca Swan

Ex-officio members absent: Alex Sevilla, Anders Hall, Brett Sweet, Candice Storey Lee, Doug Christiansen, Eric Kopstain, Elizabeth Catania, Jennifer Pietenpol, John Lutz, Jon Shaw, Nathan Green, Ruby Shellaway, Steve Ertel, Tracey George, Tracey Sharpley-Whiting

Guests in attendance: Alex Valnoski, Emily Greble, Emma Pacilli, Jeff Loudon, Jermaine Soto, Megan Sargeant, Mehar Bhasin, Stacey Andrews, Sydney Jones-Wright, and Talia Kolikant.

Call to Order

A meeting the Vanderbilt Faculty Senate was held on November 2, 2023, at the Faculty Commons large meeting room. It began at 4:10 p.m. and was presided over by Chair Andrea Capizzi, with Vice Chair Tamarya Hoyt as secretary.

Quorum as specified in the Faculty Senate Constitution (revised 4/5/2019) Article II.B.1. was met with the recorded attendance of 46 voting members of the Faculty Senate.

Approval of Minutes

Chair Capizzi sought approval of the minutes as circulated of the October 12, 2023, Faculty Senate meeting. Chair Capizzi asked whether there were any corrections to the proposed minutes. No corrections were proffered. Senator Hare moved to approve the minutes, as circulated, and was seconded by Senator Sandoz. Secretary Hoyt confirmed that the minutes were approved. (46 ayes, 0 nays, 0 abstentions).

Chair Capizzi proceeded to the next item of business.

Report of the Executive Committee

Chair Capizzi:

- Vanderbilt University (VU) Reunion Photographs
 - Chair Capizzi presented archived photos of VU reunions through the years.
- Benefits Data Request Update
 - Further benefits data will likely be presented at the next full Senate meeting in February.
- Faculty Well-Being Survey Update
 - Survey to be sent via EDU emails, staying open for two weeks and closing on November 20th.
*Thank you to Senator Dan Levin who is assisting with data aggregation.
- Senate Suggestion – VU Fall Break should overlap with Metro Nashville Fall Breaks
 - *Response:* VU academic calendar has strict rules which do not always allow VU and Metro Nashville Fall Breaks to match. However, Spring Breaks have been successfully aligned after much work.
- Faculty Awards
 - The call for Spring Faculty Awards will be sent out soon. Reach out for nominations and questions.
- Mid-year reports due January 15
- Senate Business
 - If you are a committee member, send reports and remarks to Box by January 17th, in time for the February meeting.
- Meeting Schedule Reminder
 - December 7, 2023 – Senators Only (no minutes will be documented)
 - January 18, 2024 – Voting Members Only
 - February 1, 2024 – Next full senate meeting

Chair Capizzi proceeded to the next item of business.

Chancellor Remarks

Chair Capizzi turned the floor over to Chancellor Diermeier.

Chancellor Diermeier:

- Quantum Potential Video Presentation
 - Video was created as part of an initiative to showcase the research work of VU faculty.
- VU Reunions are taking place with wonderful turnout and great enthusiasm to be back on campus.
- The Chancellor highlighted the difference between the world of VU and the world of higher education. Regarding reactions to the Israel/Hamas Conflict:
 - While campuses across the country are experiencing violence, arrests, closed campuses, board members resigning, calls for presidents to step down, etc., the students/faculty of VU are engaged in challenging conversations and are conducting themselves in an appropriate manner.
 - The Chancellor reiterated that VU is a safe environment for Jewish and Muslim community members. The Chancellor mentioned the most important thing for VU to do is support each other, and support our students.

Chair Capizzi opens the floor for questions

Chair Capizzi proceeded to the next item of business.

Standing Committee Reports

Chair Capizzi called for reports from the standing committees.

No reports were made.

Chair Capizzi proceeded to the next item of business.

Old Business

There was no old business.

Chair Capizzi proceeded to the next item of business.

New Business

There was no new business.

Chair Capizzi proceeded to the next item of business.

Scheduled Remarks

Chair Capizzi introduced Provost Cybele Raver and Associate Dean, Richard Willis

Provost Raver:

- Equity, Diversity, Inclusion and Belonging
 - Provost Raver highlighted several events she has participated in to demonstrate support towards the Equity, Diversity, Inclusion, and Belonging agenda in the public forum.
 - A list of these events has been placed on Provost Raver's LinkedIn Profile.
- Promotions
 - Hired Roosevelt Noble as the Associate Dean of Students for Equity, Diversity, and Inclusion (EDI)
 - Promoted Ashley Brown as the Senior Director for EDI and the Student Center for Social Justice and Identity.
- Posse program – moved it to report up to Tiffany Tung alongside other programs for students to receive financial support for those who come to us through the Posse program

Provost Raver turned the floor over to Richard Lewis, TFAE Committee Chair

Richard Lewis presented the TFAE Follow-On Committee Update:

- Overview
 - A newly created Cross-Functional Team has performed on-sites at Stanford and the University of California. Two additional on-sites are planned for the future.
- Onsite Observations
 - *Process:*
 - Systems are tailored to the underlying research process, managed by in-house expertise (from both the grant and local university-level perspectives), and regularly troubleshooted by Sprints conducted in one-month intervals.
 - *People as trusted experts:*
 - Emphasis is placed on professionalism and people-development, achieved through internal certifications, career pathing, and peer-to-peer training. Expertise and upskilling are rewarded.
 - *Culture:*

- An environment of continuous improvement was cultivated through expectations of constructive criticism, proactive improvement, knowledge sharing, and organic collaborations.
- Future Directions
 - Further the goal of reliable reporting of Effort Management and burn rate in conjunction with the forecasting tool.
 - Produce dashboard visualizations.
- Questions
 - *Question:* A Blair faculty member asked if there is a current place where efficiency improvements can be submitted to the committee?
 - *Answer:* Emma Pacilli informed the Senate that an intake form is in the process to be released next summer.
 - *Question:* A senator asked about attracting talent that meets our high expectations requires substantial pay/awards, yet VU pushes back against proposals of such rates. Is VU competitive in terms of nationwide benchmarks and support of staff?
 - *Answer:* Provost Raver highlighted ongoing conversations with Eric Kopstain regarding current posting strategies and salary bands for research roles. Provost Raver advised banding together with respective deans/department chairs to push for the desired salary range to be accepted.

Chair Capizzi proceeded to the next item of business.

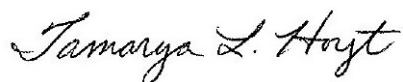
Good of the Senate

Chair Capizzi opened the floor to comments.

Chair Capizzi proceeded to the next item of business.

Adjournment

Senator Sprinkle moved to adjourn the meeting and was seconded by Senator Meszoely. Secretary Hoyt confirmed the motion passed (46 ayes, 0 nays, 0 abstentions). The meeting adjourned at 4:58 PM.



Tamarya Hoyt, Secretary
Faculty Senate Vice Chair

February 1, 2024

Date of Approval