

Minutes for Vanderbilt University Faculty Senate

February 1, 2024, Meeting

Attendees

Voting members in attendance: Aimi Hamraie, Alissa Hare, Allison Walker, Amanda Shakal, André Christie-Mizell, Andrea Capizzi, Brian Heuser, Clifford Garrard, Celina Callahan-Kapoor, Chris Guthrie, Chrisitan Ketel, Claudine Taaffe, Dawn Iacobucci, Elise Boos, Emanuelle Oliveira-Monte, James Booth, Joe Fishman, Joerg Rieger, John Koch, John Ayers, John Kuriyan, Jonathan Waters, Jonathan Sprinkle, Kate Clouse, Kelly Goldsmith, Kelly Sopko, Kevin Schey, Krishnendu Roy, Marcy Singer-Gabella, Mariano Sana, Melissa Rose, ML Sandoz, Nicole Cobb, Pamela Jefferies, Pengfei Li, Peter Kolkay, Queen Henry Okafor, Ryan Belcher, Sara Martin, Susan Andrews, Tamarya Hoyt, Thomas Steenburgh, Tim Hanusa, Tyler Barrett, and Yolanda Pierce.

Voting members absent: Alexandra Shingina, Amanda Satterthwaite, Amanda Rose, Anna Richmond, Bruce Morrill, Buddy Creech, Camilla Benbow, Catherine McTamane, Christos Constandtinidis, Cindy Reinhart-King, Dan Levin, David Hyde, Debra Friedman, Elliott McCarter, Florence Sanchez, Ingrid Meszoely, Jeff Balser, Ji Hye Jung, Joyce Johnson, Julie Vernon, Julio Ayala, Katherine Carroll, Kristen Scarpato, Lea Acosta, Lisa Fazio, Piran Kidambi, Ralf Habermann, Rebecca Ihrie, Ritu Banerjee, Sara Horst, Timothy McNamara, and John Yang.

Ex-officio members in attendance: Alex Sevilla, Cleo Rucker, Cybele Raver, Daniel Diermeier, Don Brady, Doug Christiansen, Elizabeth Catania, G.L. Black, John Lutz, Jon Shaw, Nathan Green, Padma Raghavan, Paul Liebman, Rebecca Swan, Steve Ertel, Sydney Savion, Tracey George, and Tracey Sharpley-Whiting.

Ex-officio members absent: Alan Wiseman, Anders Hall, Brett Sweet, Candice Storey Lee, Eric Kopstain, Jennifer Pietenpol, and Ruza Shellaway.

Guests in attendance: Alex Valnoski, Amber Palmer-Halma, Doug Fisher, Ellie Pierce, Eric Cummings, Jillian Multon, John McClean, Michelle Tellock, M.J. Bush, Olivia Kew-Fickus, Richard Willis, Stacey Andrews, Sydney Jones-Wright, and Victoria Morgan.

Call to Order

A meeting of the Vanderbilt Faculty Senate was held on February 1, 2024, at the Faculty Commons large event space. It began at 4:10 pm and was presided over by Chair Andrea Capizzi, with Vice Chair Tamarya Hoyt as secretary. MJ Bush, senior legal assistant in the Office of the General Counsel, attended and drafted the minutes.

Quorum as specified in the Faculty Senate Constitution (revised 4/5/2019) Article II.B.1. was met with the recorded attendance of 39 voting members of the Faculty Senate. Secretary Hoyt reported that quorum was met after the Chancellor remarks were made.

Approval of Minutes

Approval of the minutes was put on hold pending notification of quorum.

Chair Capizzi proceeded to the next item of business.

Report of the Executive Committee

Chair Capizzi:

- Chair Capizzi thanked Chancellor Diermeier and Provost Raver for the successful Conversation with the Chancellor event on January 18 on the state of higher education. Over 170 attendees registered, and 28 questions were submitted before the event. Chair Capizzi also thanked Amber Palmer-Halma and the communications team for their work on the event. Chair Capizzi noted that another Conversation with the Chancellor event would take place later in the year and encouraged senators to be on the lookout for that information.
- Chair Capizzi next discussed updates that have come through the suggestion portal, including faculty that have both Vanderbilt University and Vanderbilt University Medical Center email accounts, and the snow event. She noted that the email question has been an ongoing challenge and that they are working with Vice Chancellor Steve Ertel and Communications to ensure that faculty on both sides are getting community notices from Vanderbilt in their VU email. They have also met with Dr. Brady, who noted that faculty who have both VU and VUMC email should check both accounts regularly. Anyone having issues with either account should reach out to the IT department on the appropriate side.
- Regarding the response to the snow event, feedback was shared with the Chancellor, Provost, and Vice Provost, and Chair Capizzi thanked them for their willingness to discuss the issue and to work through some of the challenges experienced by faculty. Chair Capizzi noted there were concerns about not being able to use Zoom, as well as late notice about the University's response. Chair Capizzi said this was a good opportunity for more open dialogue and communication about why we can and cannot use different class forms. Chair Capizzi said more information is coming.
- Finally, Chair Capizzi reminded third-year senators that they are the advisory committee for spring faculty awards. Although it is time-consuming to look at all the awards, it is important as their voice is vital. Third-year senators should make sure they are getting their review done in a timely manner.
- Chair Capizzi finished her remarks by noting that because of the packed agenda, individual questions and comments were being limited to two minutes, to encourage multiple voices and allow people to be heard.

Chair Capizzi proceeded to the next item of business.

Chancellor Remarks

Chair Capizzi turned the floor over to Chancellor Diermeier.

Chancellor Diermeier used his remarks to discuss four topics: 1) weather protocols; 2) academic freedom; 3) Equal Opportunity Access (EOA) process; and 4) plagiarism.

- Weather protocols. The University has traditionally had a standing approach to the weather. Because we are a residential college, we do whatever we can to stay open, with a decision made by 5:00 am on the day of the weather event. For two years running, we have had more severe weather events than we have had historically, and we want to make sure our decision-making and preparations are in line with what seems to be a new reality. We are putting together a working group of faculty and staff to think through the guidelines and make recommendations to update them. Provost Raver and Vice Chancellor Eric Kopstain will work together to implement those recommendations.
- Academic Freedom. Something that came out of the Conversation with the Chancellor event was what happens if faculty take positions and come under attack. The University's position has been and continues to be that our faculty feel encouraged to take positions inside the University but also if they so choose, outside the University, whether it be on social media, op-eds, or participating in discussions on television. That is all considered to be activity of the faculty. We understand free speech and academic freedom very broadly on those lines. Faculty may then get attacked or get push-back for those activities and Chancellor Diermeier noted that his own email blows up when that happens, with people

asking him to respond either by disciplining or firing someone. He added that at that point, he reminds those individuals of academic freedom and our principle of open forum. The University does not endorse what the faculty member may say but it defends the right of the faculty member to say it. The University is not able to prevent push-back from the public but can involve other tools, such as the Vanderbilt University Police Department (VUPD) and Vanderbilt University Internet Technology (VUIT) if safety is an issue.

- EOA process. Chancellor Diermeier discussed the perception that the EOA process is being weaponized in these fraught times to report faculty. He pointed out that the EOA process is a federally guided process that we are required to follow. All allegations are first gleaned for merit and if an allegation has no merit, it is tossed. We do not start an investigation for anything. If the allegation has merit, the investigation is handled under the office headed by Stephanie Roth, which makes a recommendation to the dean and the dean acts under the guidance of and in discussion with the Provost. The EOA office has no disciplinary authority. He also pointed out that most EOA allegations involving faculty do not come from students but from other faculty. The EOA process is robust and from the administration's point of view, there is no concern with weaponization.
- Plagiarism. The Provost's office is undertaking a thorough review of our processes and standards and will keep the faculty up to date. We have no evidence of this type of issue at the University at this point, but it is better to be prepared than sorry.

Chair Capizzi proceeded to the next item of business.

Standing Committee Reports

Chair Capizzi called for reports from the standing committees.

Chair Capizzi reported that mid-year reports are available on [Box](#) and thanked the chairs and co-chairs for completing those reports on time.

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

New Business remarks

- Senator Cobb, chair, Diversity, Equity, and Inclusion Committee, presented the committee's resolution proposing that the University establish an Indigenous Peoples Advisory Task Force, as follows:



RESOLUTION NO. 2023/24-001

**Authorizing A Resolution proposing that Vanderbilt University
Establish an Indigenous Peoples Advisory Task Force**

WHEREAS, the Vanderbilt University Faculty Senate, in a prior resolution proposed by the DEI Committee and passed by the Faculty Senate on April 8, 2021, affirmed our commitment to study and understand the history of Indigenous People who inhabited the land upon which Vanderbilt University was founded, and has recommended the University study the history of native peoples associated with this land and incorporate that history into the official documented history of the University.

NOW, THEREFORE, the Vanderbilt University Faculty Senate hereby resolves that Vanderbilt University's administration establish an Indigenous Peoples Advisory Task Force comprising faculty, staff, students, and indigenous community leaders as a resource to guide and support the work of the Chancellor's Office, Provost's Office, the Office of Equity, Diversity, Culture and Belonging, and Faculty Senate in better understanding the needs of our community, with the charge to:

1. Promote Indigenous cultural awareness in the Vanderbilt University's community.
2. Consult and collaborate with Indigenous communities and organizations to enhance cultural awareness and understanding.
3. Develop and recommend implementation on practices that promote respect for Indigenous Peoples.
4. Provide support for Indigenous student recruitment, retention, and success at Vanderbilt University.
5. Facilitate and promote collaboration and connection among Vanderbilt University researchers who are studying Indigenous communities to advance mutual learning, understanding, and partnerships.
6. Collaborate with Deans to advocate for the incorporation of Indigenous knowledge, perspectives, and practices into current courses, and develop new courses with curricula that incorporate Indigenous knowledge, perspectives, and practices, including consideration of opportunities for further expansion of majors/minors and research programs.
7. Develop a Vanderbilt University Land Acknowledgement that incorporates the historical presence and role of Indigenous Peoples in the institution's official history that will be prominently displayed on campus in written, physical, and/or symbolic form.

- Chair Capizzi thanked Senator Cobb and the DEI committee and asked for discussions or questions on the resolution. Senator Heuser spoke up to voice his support for the resolution.
- With a quorum now in attendance, elected senators and deans were asked to vote on the resolution. Senator Heuser motioned to vote on the Resolution followed by a second from Senator Hare.
- Dr. Doug Fisher presented the Faculty Manual Committee's proposal for a resolution on changes to the Faculty Manual, Part I:



RESOLUTION NO. 2023/24-002

**Authorizing Faculty Senate Resolution - Part I The University and its Governance,
Chapter 1 About Vanderbilt University, Sections B, C, and new section E**

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; and

WHEREAS, Part I The University and its Governance, Chapter 1 About Vanderbilt University, Section B Colleges and Schools should be revised to add historical context of the colleges and schools and to accurately describe the academic programs and degrees offered by the colleges and schools; and

WHEREAS, Part I The University and its Governance, Chapter 1 About Vanderbilt University, Section C Administration should be revised to accurately describe the administrative roles in the University; and

WHEREAS, Part I The University and its Governance should be revised to comply with a condition affecting the University's accreditation by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC); and

WHEREAS, the Faculty Manual Committee proposes these changes be effective after they have been approved by a majority of the Faculty Senate and published under the process set out in Part I The University and Its Governance, Chapter 5 Amendments to Faculty Manual; and

WHEREAS, Part I The University and Its Governance, Chapter 5 Amendments to Faculty Manual provides the procedure for making revisions to the Faculty Manual;

NOW, THEREFORE, The Vanderbilt University Faculty Senate hereby resolves that:

1. **Be it resolved**, that consistent with the Faculty Senate's role in shared governance, the Faculty Senate expresses its acceptance, by majority vote, that Attachment A shall revise, by substitution and replacement, Part I The University and its Governance, Chapter 1 About Vanderbilt University, B. Colleges and Schools and C. Administration of the Faculty Manual.

2. **Be it resolved**, that consistent with the Faculty Senate's role in shared governance, the Faculty Senate express its acceptance, by majority vote, that Attachment B shall revise, by addition, Part I The University and its Governance, Chapter 1 About Vanderbilt University of the Faculty Manual.

3. **Be it resolved**, that consistent with Part I The University and Its Governance, Chapter 5 Amendments to Faculty Manual of the Faculty Manual, upon passage of this Motion by the Faculty Senate, the approved revisions 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

- Chair Capizzi called for discussion or questions on the resolution. Hearing none, she turned the floor over to voting on the resolution. A motion was made by Senator Ketel followed by a second from Senator Hare.

Chair Capizzi turned the floor over to Dr. Fisher, Chair of the Faculty Manual Committee.

- Dr. Fisher presented the Faculty Manual Committee's proposal for a resolution on changes to the Faculty Manual, Part II, Chapter I:



RESOLUTION NO. 2023/2024-003

Authorizing Faculty Senate Resolution - Faculty Manual Part II Appointment and Tenure, Chapter 1, Academic Titles

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; and

WHEREAS, Part II Appointment and Tenure, Chapter 1 Academic Titles should be revised to accurately describe the titles which are appropriately housed within the Faculty Manual; and

WHEREAS, the Faculty Manual Committee proposes these changes be effective after they have been approved by a majority of the Faculty Senate and published under the process set out in Part I The University and Its Governance, Chapter 5 Amendments to Faculty Manual of the Faculty Manual; and

WHEREAS, Part I The University and Its Governance, Chapter 5 Amendments to Faculty Manual provides the procedure for making revisions to the Faculty Manual;

NOW, THEREFORE, The Vanderbilt University Faculty Senate hereby resolves that:

1. **Be it resolved**, that consistent with the Faculty Senate's role in shared governance, the Faculty Senate expresses its acceptance, by majority vote, that Attachment A shall revise, by substitution and replacement, revision of Part II Appointment and Tenure, Chapter 1 Academic Titles, B Colleges and Schools of the Faculty Manual.

2. **Be it resolved**, that consistent with Part I The University and Its Governance, Chapter 5 Amendments to Faculty Manual of the Faculty Manual, upon passage of this Motion by the Faculty Senate, the approved revisions 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.

- Chair Capizzi called for discussion or questions on the resolution. Hearing none, she asked elected senators and deans to vote on the resolution using the pink voting slip provided to them.

Chair Capizzi proceeded to the next item of business.

Revisit: Approval of Minutes and Voting Results

Chair sought approval of the minutes as circulated of the November 3, 2023, Faculty Senate meeting. Chair Capizzi asked whether there were any corrections to the proposed minutes. No corrections were proffered. Senator Harris moved to approve the minutes, as circulated and was seconded by Senator Sprinkle.

Secretary Hoyt confirmed approval of the minutes by a vote of 44 ayes, 0 nays, 0 abstentions.

Results from voting on the resolutions presented were as follows:

RESOLUTION NO. 2023/24-001:

Aye: 39 No: 4 Abstain: 1

Chair Capizzi announced that resolution 2023/24-001 from the DEI Committee regarding the creation of an Indigenous people task force, passed.

RESOLUTION NO. 2023/24-002

Aye: 44 No: 0 Abstain: 0

Chair Capizzi announced that resolution 2023/24-002 from the Faculty Manual Committee regarding changes to the Faculty Manual, Part I, passed.

RESOLUTION NO. 2023/24-003

Aye: 42 No: 1 Abstain: 0

Chair Capizzi announced that resolution 2023/24-003 from the Faculty Manual Committee regarding the Faculty Manual, Part II, Chapter I, passed.

Chair Capizzi proceeded to the next item of business.

Scheduled Remarks

Chair Capizzi introduced Vice Chancellor Steve Ertel and Vice Chancellor Nathan Green to speak after hearing their presentation on ways that faculty can advocate for issues that are important to them personally or to their work.

- Vice Chancellor Ertel spoke first and thanked the executive committee for inviting them to speak. He has an advocacy communications background and previously worked with large, international organizations pushing for policy or other changes around the environmental movement. He said that advocacy comes down to applying the right pressure and providing cover. Applying pressure is not just negative pressure, it can also be positive pressure, or encouraging someone to do the right thing. That includes thinking about their motivation and what levers can be pulled to influence them. Providing cover is equally important. There are a number of decision-makers who want to do the right thing, but we need to make them feel like they have a swell of support behind them when they take action. Look for the decision makers and who influences them. Mr. Ertel gave an example from his background of working to combat wildlife trafficking and getting the State Department to take the issue more seriously. When communicating about an issue and making a claim, it is important to back the claim up with facts and examples.
- Vice Chancellor Green discussed how community relations supports advocacy at Vanderbilt. He noted that higher education is under attack and given the different areas of knowledge and expertise among the University's faculty, he wants his office to constantly look at how they can be better partners to bring that information to policy makers. The University needs a lobbyist because there are decisions being made that affect the way it operates. He gave the example of a bill passed on the last day of the session that was solely directed at Vanderbilt's ability to enforce its nondiscrimination policy. The University works hard to maintain access to policy makers so we have a voice in potential legislation and can keep campus leadership informed. His office also actively works to defend faculty's academic freedom and integrity and Mr. Green encouraged faculty members to share those issues with him. He mentioned a faculty member who was speaking to the legislature on his own behalf, and how the Government & Community Affairs Office was able to help facilitate his interaction with the committee, as well as with information on parking, security, time on the calendar, etc.

- Vice Chancellor Green offered these quick tips:
 - The best advocates are problem-solvers.
 - Listen and observe.
 - Lead with magnets (what connects a relationship or partnership), not wedges.
 - Change can be incremental.
- Chair Capizzi thanked Vice Chancellor's Ertel and Green and offered her own experience with the assistance provided by Vice Chancellor Green's office when a special education bill concerning restraints came up in the legislature.
- Responding to a question about how to deal with assumptions about the University's positions, Vice Chancellor Green said that you must be strategic about who is brought in to speak based on the audience and the situation. Vice Chancellor. Ertel added that the long game is to engage, and the more we engage the more we break down those barriers and assumptions.
- Another question was asked about the current legislative session and whether any bills were of particular interest to the University. Vice Chancellor Green said they were reviewing all the bills but that many of them were "caption bills," meaning they were placeholder bills pending specific language. Someone could use a caption bill to file something of particular interest but right now, it does not look bad.
- Another question related to how the University and Vanderbilt University Medical Center's efforts align with legislative efforts. Vice Chancellor Green responded that although the University and VUMC work very closely together, the healthcare industry is different from education. Higher education plays defense, defending student aid and the right to fulfill our mission. The medical industry is highly regulated and highly competitive. As an example of the University and VUMC working together, Vice Chancellor Green mentioned repeated attempts to change the formula and number of medical residents. If a bill is sent to the higher education committee, VU takes the lead. If the bill is crafted for the health subcommittee, VUMC takes the lead.

Chair Capizzi introduced Vice Provost for Faculty Affairs and Professional Education, Tracey George.

- Vice Provost Tracey George discussed the faculty salary study. Background information was provided to the senators in the meeting packet. Vice Provost George reported that the takeaway from that analysis was that we are very close but not yet at equity for women, at 99.2 cents on a dollar earned by men after controlling for rank and discipline. There is no wage differential based on race and ethnicity. Salary compression looks at whether the delta in the change in wages for a year early in time at rank is statistically significantly different than late in time at rank. There was no statistically significant finding of salary compression.
- Vice Provost George also reported on a request from the Faculty Life Committee to benchmark Vanderbilt salaries against salaries at other institutions. CUPA (College and Universities Professional Association) has more complete data than the American Association of University Professors (AAUP) data and it is what is typically used by colleges and universities to evaluate their progress compared to peers. Vice Provost George noted that peer benchmarking does not include clinical faculty in medical settings, as they are deemed to be more appropriately counted in a different data set, so we are looking only at VU-employed faculty and reported that there is a 9-point difference to our benefit over the past decade in the change in salaries using averages.
- Vice Provost George added that AAUP data breaks that information out by rank and tenure. Vanderbilt voluntarily participates in the annual faculty salary survey distributed by the AAUP. The AAUP makes information provided by participating universities available on their website. She said that for the period beginning in 2016, the University looks good.
- Vice Provost George next discussed a question regarding length of contract. She noted that at Vanderbilt, rank within the tenure stream is related to the number of years of the contract. At the bottom

of the scale is the one-year contract so the question is do you have a multi-year contract or an annual contract? Vice Provost George shared slides showing that at Vanderbilt, 80% of non-tenure or continuing track faculty have multi-year contracts, which is approximately 16 percentage points higher than other R1s.

- Vice Provost George noted that faculty may not feel comforted by the numbers related to peers based on lived experience with inflation, etc. She said that Vanderbilt is not unique in that raises are not on par with inflation over the past two years, with a national CPI of 6.8% against Vanderbilt's median raise of 4.1%. She pointed out that with a longer perspective, over the past decade, the University is ahead of inflation because raises do not vary dramatically from year to year.
- Vice Provost George will speak to the Faculty Life Committee regarding next steps, including a request from the Provost that we move to an annual system of evaluating information related to salary surveys and make that information available to faculty. Vice Provost George announced that she is partnering with Chief Data Officer Olivia Kew-Fickus and Deputy General Counsel Michelle Tellock to implement a regular reporting structure.

Chair Capizzi thanked Vice Provost George for her presentation and opened the floor for questions and comments.

- Senator Heuser noted that the study into gender parity had begun approximately eight years ago and was of particular concern to the Faculty Senate and the deans. He offered his thanks for closing that gap with our national peers. He handed out information related to a study done at UNC-Chapel Hill showing the University was 18th in the country for tenured ranks using data shared in 2022-23 with the DOE. He also reported that tenured salaries are 200-300% of non-tenured salaries and suggested that was the next gap to close. Vice Provost George thanked Senator Heuser for bringing the information to her attention. She noted that the information used by UNC-Chapel Hill could be found in the AAUP report and was available to all faculty.
- Chair Capizzi shared a question that came to her regarding the median raise that was listed as 4.1% when several faculty members received 2%, and concerns about the justification for the difference. Vice Provost George noted that raises are merit-based, and we would expect variation across schools and colleges. Deans invest a great deal of time working with department and program leaders and looking at annual reports as part of the process of assessing work for determining raises.
- Chair Capizzi followed up by asking in what way are contingent faculty or non-tenured track faculty supposed to demonstrate merit when there are deans that have utilized research funding but that is not the primary role of contingent faculty. Vice Provost George said that should be discussed with deans or department chairs to understand how those decisions are made and what the faculty member can do.
- A senator mentioned her promotion from non-tenure track assistant professor to non-tenure track associate professor and pointed out that the processes for promotion could be made clearer. Vice Provost George congratulated her and thanked her for raising the point. She mentioned Dr. Bonnie Dow and her work in Arts & Science. The conversations must start within the colleges and schools because that process is not controlled centrally.
- A senator asked Senator Heuser about the 200% figure. Prof. Heuser said that if you take all the tenured positions and compare them with all the non-tenured positions, the pay difference is somewhere between 200-300%. There are a lot of non-tenured faculty who are doing extremely lucrative things for the University and that gap is untenable for the long-term. Vanderbilt could be a national leader in closing that gap. A senator followed up her question by asking if that gap was growing. Prof. Heuser said that he did not know. Vice Provost George noted that she handed out a report from the AAUP and that they looked at that question. They also do separate reports about

continuing track faculty focusing on questions about compensation. Vice Provost George added that the reports are not intended to answer every question but to give an idea of the content that is available to review on the AAUP page.

- A senator asked if there was information about how we compare to our peers. Vice Provost George replied that you could look at any school on the AAUP site and compare disciplines within schools.
- A senator asked if Vanderbilt was doing well in terms of tenure, tenure track, and continuing track. Vice Provost George said for continuing track, over the past six years, Vanderbilt has increased 25% to AAUP's 21% but pointed out that compared to inflation, all universities are taking a step back. The University did not offer merit raises in 2020 and only gave raises associated with a change in rank. We have caught up because of more generous years since then but again not on par with inflation.
- A senator asked how we compare in terms of base salary for continuing track faculty compared to our peer institutions. Vice Provost George thanked her for the question and said that information on average base salaries is on the AAUP website. Senator Heuser pointed out that administrative supplements are not included in those numbers. Vice Provost George said that the AAUP data depends on the nature of the supplement and that the data they collect is opaque in terms of what information they are getting. Vice Provost George said she would work with the Faculty Life Committee to ensure they had the information they needed.
- Chair Capizzi thanked Vice Provost George for her remarks.

Chair Capizzi proceeded to the next item of business.

Good of the Senate

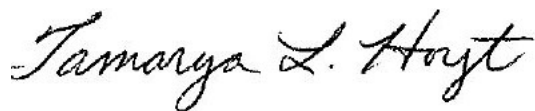
Chair Capizzi opened the floor to comments.

No comments.

Chair Capizzi proceeded to the next item of business.

Adjournment

Senator Heuser moved to adjourn the meeting and was seconded by Senator Ketel. Secretary Hoyt confirmed the motion passed by a vote of 44 ayes, 0 nays, and 0 abstentions. The meeting adjourned at 5:30 PM.



Tamarya Hoyt, Secretary
Faculty Senate Vice Chair

May 2, 2024

Date of Approval