

VU/VUMC FACULTY DISTINCTIONS &
VU/VUMC REORGANIZATION
BRIEFING FOR THE FACULTY SENATE

September 17, 2020

UNIVERSITY AND MEDICAL CENTER REORGANIZATION

November 2014: restructuring began following a yearlong study by the Board of Trust in response to the rapidly changing health care economy.

April 30, 2016: Vanderbilt University Medical Center became a fully independent, nonprofit entity following the completion of a transaction that separated it legally and financially from Vanderbilt University.

Vanderbilt University Medical Center independent entity effective April 30

Apr. 29, 2016, 5:20 PM



(Vanderbilt University)

Effective April 30, Vanderbilt University Medical Center (VUMC) will be a fully independent, nonprofit entity following the completion of the transaction that separated it legally and financially from Vanderbilt University. The transition positions VUMC for future growth and investment, while preserving its tightly woven connections to the university in research and teaching.

"This is a remarkable moment in Vanderbilt's history, and one that I believe will be marked as a time when Vanderbilt made a strategic and prescient choice that positioned both the university and the Medical Center for dramatic and sustained success," [Chancellor Nicholas S. Zeppos](#) said. "Since Vanderbilt's founding in 1873, we have time and again adapted and made investments always looking forward to address both opportunities and challenges. Today, we are once more evolving in support of our commitment to serve humanity through our noble mission."

FACTORS BEHIND REORGANIZATION

Enabled the university to invest in its programs, spaces and people

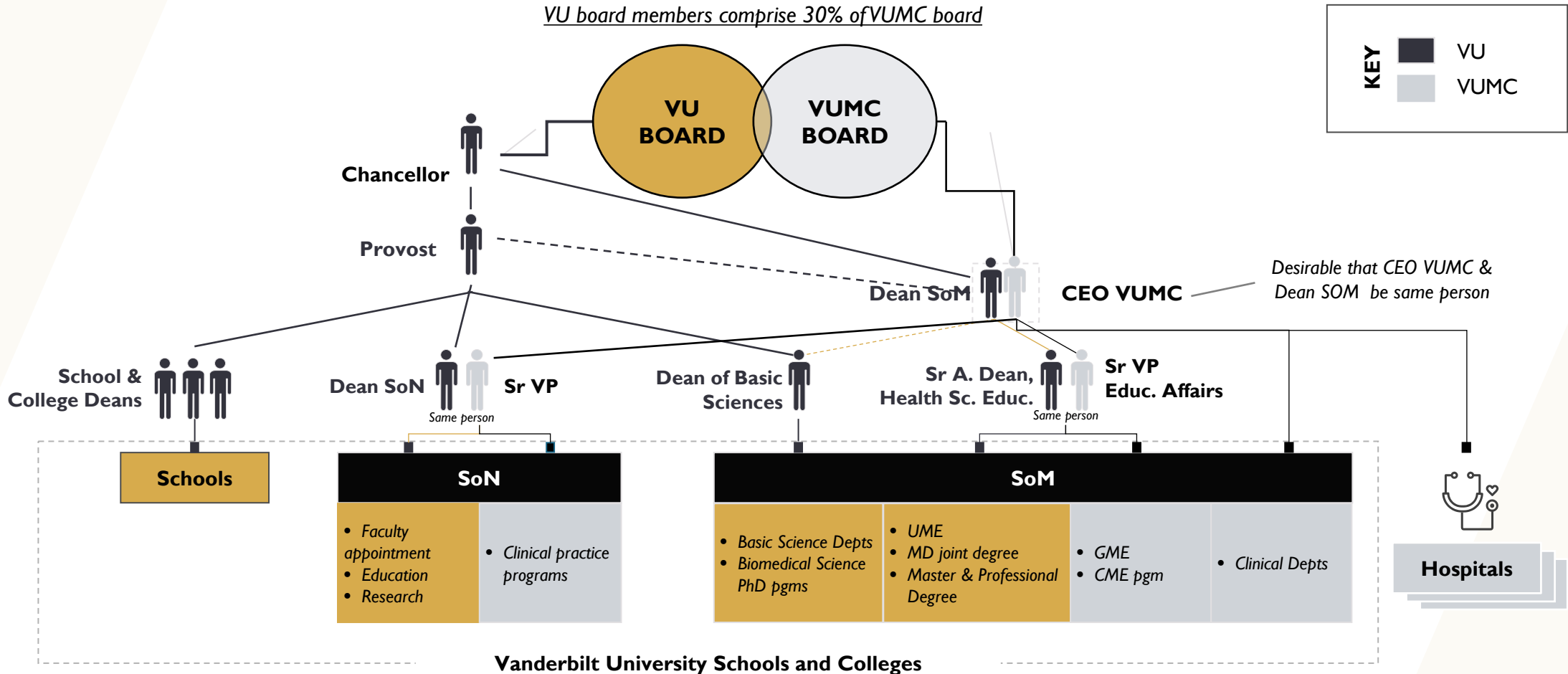
Enabled VUMC to access the capital needed to compete in the health marketplace.

Enabled a VUMC flexible governance structure to support continued growth of the Vanderbilt Health System and its Affiliated Network.



VU AND VUMC JOINT LEADERSHIP AND GOVERNANCE

VU board members comprise 30% of VUMC board



WITH REORGANIZATION, VU FACULTY ARE EITHER VU-EMPLOYED OR VUMC-EMPLOYED

VU-Employed Faculty:

Primary appointment is either in the School of Medicine Basic Science departments and centers that report to VU or in another VU school (Blair, Divinity, Engineering, Law, Nursing, Owen, & Peabody)

VUMC-Employed Faculty:

Primarily appointment is in the School of Medicine Clinical departments and centers that report to VUMC.

Employment rights and responsibilities are determined and flow from the employer

FACULTY APPOINTMENTS



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FACULTY SEARCHES



Search Authorization (FM, Part II, Ch. 2, §B)

- VU = Dean & Provost
- VUMC = Department Chair

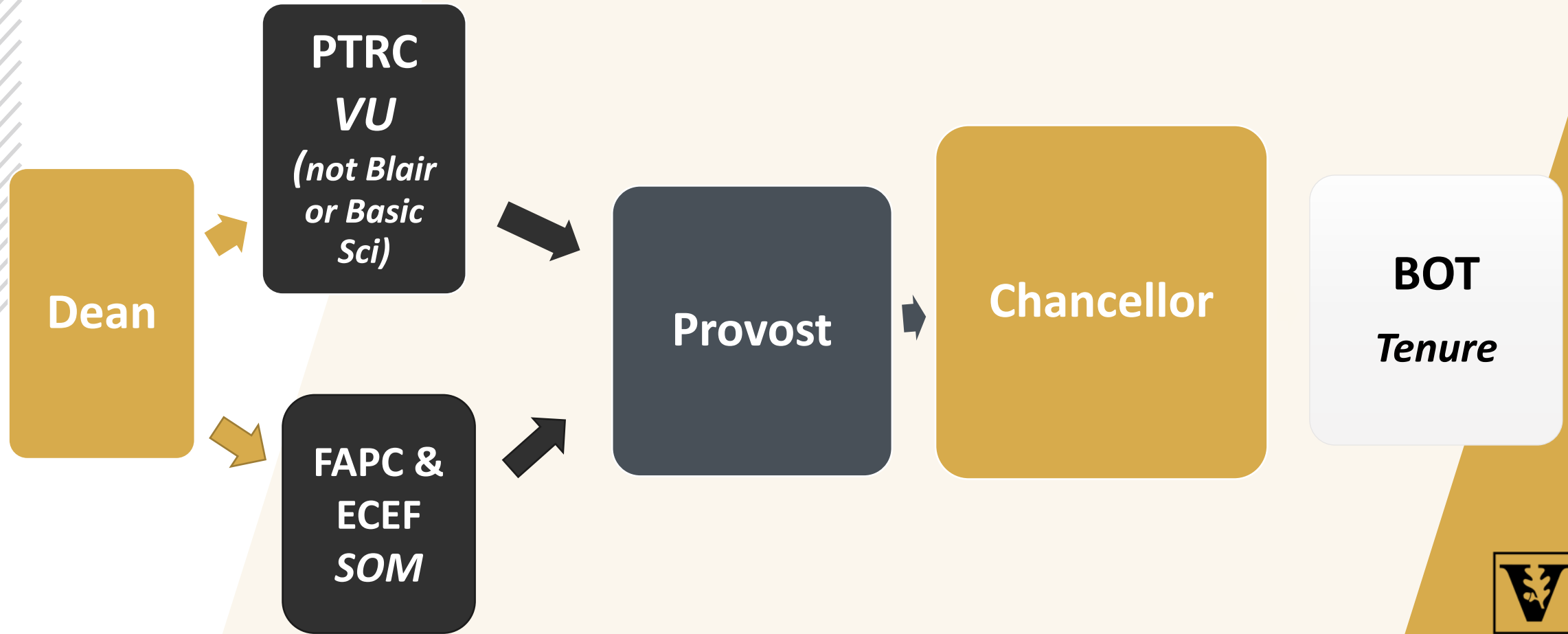
Initial Term Appointment (TT or NTT) (FM, Part II, Ch. 2, §D)

- VU = Chair (if applicable), Dean & Provost (or designees)
- VUMC = Chair & Dean in consultation with Provost (or designees)

Initial Appointment with Tenure (FM, Part II, Ch. 3, §F)

- VU = Follows tenure process without Promotion and Tenure Review Committee
- VUMC = Follows tenure process but Executive Committee of the Executive Faculty acts in lieu of department faculty

TENURE AND PROMOTION TO FULL *(INTERNAL AND EXTERNAL)*



ENDOWED CHAIRS

SAME PROCESS FOR VU AND VUMC

Dean's Recommendation



Provost (*new & renewed chairs and transfers*)



Vice Chancellor-DAR (*new & renewed chairs and transfers*)



Chancellor (*new endowed chairs only*)



EMERITA/EMERITUS *AND* RETIRED FACULTY APPOINTMENTS

The same process for VU and VUMC.





COMMONALITIES & DISTINCTIONS

VUMC/VU FACULTY COMMONALITIES

- Faculty Senate: unified shared governance structure for all of the faculty governed by the Faculty Manual
- Both hold faculty appointments in the university
- Processes for discipline and grievances are the same
- Must follow the standards of conduct adopted by the University Compliance Program
- Authorized to teach classes in the university
- Eligible for university-wide research, service and teaching awards
- Faculty have access to many of the same resources through “service-level agreements”

EXAMPLES OF RESOURCE PROVISIONS FOR FACULTY

Provided by VUMC for both VU and VUMC

- Occupational Health/EAP
- Animal Care
- Institutional Review Board
- Clinical and Research Safety

Provided by VU for both VU and VUMC

- Heard Libraries
- Center for Teaching
- Office of Postdoctoral Affairs
- Biomedical Research and Education & Training
- CTTC

VUMC/VU FACULTY DIFFERENCES

- Employment rights (including benefits) and responsibilities are determined and flow from the employer
- VUMC employed faculty are responsible for complying with additional standards of conduct adopted by VUMC
- VU and VUMC have separate offices of faculty affairs and research
- Access to some resources varies based on whether service-level agreements are in place

BENEFIT SIMILARITIES

Individual plans vary, but both VU AND VUMC offer the following benefits

- Health plan
- Parental leave
- Life insurance
- Retirement
- Long-term disability
- Health and Wellness (EAP/Work-Life Balance/Occ Health)
- Liability insurance
- Accidental death and dismemberment
- Dental insurance
- Group discounts
- Flexible spending accounts
- Vision
- Tuition assistance
- Workers compensation
- Travel accident insurance

BENEFIT SIMILARITIES

Faculty benefits linked to full-time (or full-status) faculty appointment include:

- **Salary supplement of 5%** up to 10,500.
- **Faculty Home Purchase Plan** for newly hired tenure-track and tenured faculty (which provides one-time funding of up to 0.5 % of the value of the mortgage up to \$2500. If the faculty member moves close to campus, then they can get up to \$5000.)
- **Tuition Benefit Plan** for dependent children, spouses and self.
- **Emerita, emeritus, and retired faculty benefits** for those faculty who hold such appointments.
- **Parental leave** with specific conditions.

RESEARCH & FINANCES



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RESEARCH CONNECTIONS

- **Centers and institutes**
 - Dozens of research centers and institutes involve researchers from VU/VUMC.
- **Joint grants** – Supported by VU’s Sponsored Programs Administration (SPA) and VUMC’s Office of Sponsored Programs (OSP).
- **Intellectual Property and Center for Technology Transfer and Commercialization**
 - Both institutions are covered by the same IP policy and are supported by CTTC
- **Connecting research needs**
 - Close collaboration between offices of research
 - Trans-Institutional Program awards (\$50 million over 6 years)
- **VU students in VUMC labs**
 - VU graduate students, postdoctoral fellows and undergraduates conduct research in VUMC labs



FINANCIAL MECHANISMS TO FACILITATE COLLABORATION

- Service Level Agreement – ex. Heard Libraries, Animal Care
- Sponsored Billing Agreement – ex. Peabody faculty member engages a VUMC biostatistician to support work on a grant
- Non-Sponsored Billing Agreement – ex. Lab equipment purchases incurred by VUMC faculty member as part of a TIPs award
- Employee Service Agreement – ex. Payment to a VUMC faculty member for teaching a course in Medicine Health and Society



COMMUNICATIONS



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SHARING INFORMATION

- **University's primary faculty communication vehicle is myVU**
 - Goes to all VU-employed and VUMC-employed faculty on Mondays, Wednesdays, and Fridays
 - Email messages to the community from the Chancellor or Provost are only sent directly to VU faculty but are also distributed through web postings and MyVU
- **Medical Center's primary communication vehicle is myVUMC**
 - Distributed to all VUMC-employed faculty on Tuesdays and Thursdays

OFFICES SUPPORTING FACULTY

- VU and VUMC each have offices dedicated to faculty affairs and development:
 - Office of Faculty Affairs in the Office of the Provost: Tracey George, Vice Provost for Faculty Affairs, tracey.george@vanderbilt.edu
 - Office of Faculty Affairs & Career Development in the School of Medicine: David Raiford, Senior Associate Dean for Faculty and Chief of Clinical Staff, david.raiford@vumc.org
- Please direct any questions about this slide deck to these offices.