

**Vanderbilt University  
Faculty Senate  
Executive Committee Report III for AY 15/16  
1/31/2016-4/12/2016**

**Executive Committee: AY 15/16**

Chair: Richard Willis, Professor of Accounting

Vice Chair: Ann Price, Assistant Professor of Medicine

Chair-Elect: Erin O'Hara O'Connor, Professor of Law

Vice Chair-Elect: Charlene Dewey, Associate Professor of Medicine

Immediate Past Chair: Paul Lim, Associate Professor of the History of Christianity

Immediate Past Vice Chair: Rolanda Johnson, Associate Professor of Nursing

The Executive Committee (EC) of Vanderbilt University's Faculty Senate (FS) for Academic Year 15/16 files the following report of the EC's activities from 1/31/2016-4/12/2016 for review by the Vanderbilt University Board of Trust:

**I. Faculty Senate Meeting: 2/4/2016: Elected Senators Only Meeting**

Our "Elected Senators" meeting is mandated at least once per year. An agenda is circulated in advance, minutes are not taken, and senators are encouraged to speak freely about agenda topics as well as other items introduced from the floor. This year's "Elected Senators Only" meeting focused primarily on:

- A. The Greek Life Task Force Report
- B. The Chancellors Committee on Diversity, Inclusion, and Community

**II. Executive Committee Meeting: 3/2/2016**

The Executive Committee met with Greek Life Task Force (GLTF) Members to discuss feedback from:

- A. EC meetings with various student groups, including Greek Life leadership as well as VSG representatives
- B. EC Greek Life Survey results (this survey was designed to differentiate views related to the GLTF report as they relate to PHC, N-PHC and the IFC.

After significant discussion, a decision was made to hold a special Faculty Senate meeting on 4/13/2016 to discuss the GLTF further. For this special meeting, Greek Life student leaders were asked to participate and present their views and recommendations concerning the GLTF report.

**III. Faculty Senate Meeting: 3/3/2016 (Items of Note)**

**A. Chair Willis's Executive Committee (EC) Report to the Faculty Senate**

1. Chair Willis emphasized review of the linked articles in the Engage newsletter pertinent to the recent Campus Climate survey to ensure understanding of resources available to students and faculty in cases of sexual misconduct. In addition he stressed reviewing the mandated reporting obligations under both Title IX and Vanderbilt's non-discrimination policy.
2. Senators were encourage to review the draft statement of academic freedom of expression prepared by the SPAF committee, Chaired by Senator Holly J. McCammon. Senators were encouraged to provide feedback anonymously through the FS Portal or

- directly to Senator McCammon. This feedback will shape the final SPAF academic freedom statement which will be brought forward at the FS's 4/7/2016 meeting.
3. Senators were advised that the results of the Greek Life Task Force Report survey instrument would be available soon on the Senate portal. Senators were reminded that the survey included the following two groups
    - a. Elected Senators
    - b. Greek Students
  4. Debbie Hayes was welcomed as the Faculty Senate's new full time administrative manager.
  5. The upcoming Faculty Spring Assembly, March 31; 4:10pm, Langford Auditorium was announced.
    - a. The Consultative Committee, under the leadership of Vice Chair Ann Price, was commended for its work on the Branscomb, Heard, Johnson, and Wyatt faculty award nominations. Senators were reminded that these awards will be conferred at the Assembly
    - b. Professor Donna Ford (Peabody) will be the featured speaker; her topic will be: "The Urgency is Now: Why Higher Education Faculty Must Prepare Future Professionals to be Culturally Competent."
    - c. Chancellor Nicholas Zeppos will address the faculty
    - d. Senators will vote on two motions related to the FS's Constitution and Rules of Order (reapportionment and changes necessary to support the reorganization).
  6. Senators were advised that the Chair of the Faculty Council in the College of A&S, Professor Tiffany Tung, has forwarded a proposal requesting a new benefit for faculty members who have dependent care expenses at conferences and research sites. The Faculty Life Committee (Chair Brian Heuser) will consider this proposal on 3/18/2016.
  7. The Executive Committee received a request that faculty currently engaged in cross college teaching be allowed to attach the distinction "Cross College Scholar" to their C.V. The Cross College Teaching Committee (Chair John Geer) is considering the proposal that includes provisions that the distinction would not be retroactive, would not provide additional compensation, and would meet the intent of the Cross College Teaching Committee's previously circulated objectives.
  8. Senators were advised that the IDS tax on inventors has been corrected. Inventors affected have been notified and retroactive payments for the 14 month period during which the IDS tax was out of conformity with the Faculty Manual are being made. All affected faculty should have received notification

## **B. Motions**

1. **Motion #1, as recommended by the Faculty Manual Committee: Proposed Copy Editor Revisions to the Faculty Manual, Presented by Faculty Manual Committee Chair, Senator Myrna Wooders.**
  - a. **Part I, Chapters 1-5 "The University and its Governance"**
  - b. **Part II, Chapters 1-3 "Appointment and Tenure"**
  - c. **Part VI, Chapters 1-4, "Faculty Benefits"**
  - d. **Part VII, Chapters 1-2, "Financial Procedures"**

**e. Part VIII “Vanderbilt University Compliance Program and Standards of Conduct”**

Note: The EC with the assistance of Senator Wooders previously circulated proposed edits to the Faculty Senate. These were posted on the Senate’s portal for review. This set of revisions were “copy editor” edits to improve grammar and clarity and did not provide substantive changes to the Faculty Manual as previously circulated. Additionally, this motion creates Part VIII, now the compliance section of the Faculty Manual previously found in a section that preceded Part I of the Faculty Manual. After presentation of the motion, discussion followed. Chair Willis called for a vote (36 affirmative, 0 opposed, 1 abstention). The motion carried. Chair Willis noted that sending a memo to the Chancellor regarding the Faculty Senate’s approved revisions is the next step in the Faculty Manual revision process. If the Chancellor approves, the revisions will be accepted and posted on the “Follow the Faculty Manual” webpage.

**2.Motion # 2 as recommended by the Faculty Manual Committee: Proposed Revisions to Part V of the Faculty Manual: “Faculty Awards, Presented by Faculty Manual Committee Chair, Senator Myrna Wooders.**

Note: This motion revised the Faculty Manual to include the Joseph A. Johnson, Jr., Distinguished Leadership Professor Award to be awarded for the first time at the upcoming 2016 Faculty Spring Assembly. After presentation of the motion, discussion followed. Chair Willis called for a vote (37 affirmative, 0 opposed). The motion carried. As noted above, this revision will next be forwarded to the Chancellor for review and potential approval.

**C. Scheduled Speaker: Alan Bentley, Assistant Vice Chancellor from the Center for Technology Transfer & Commercialization**

Note: Assistant Vice Chancellor Bentley’s presentation focused on the following topics (1) The role of the CTTC; (2) Inventor revenue sharing policy vs peer institutions’ similar policies; (3) The effects of the re-organization on the CTTC; (4) IDS Allocation issues. After his presentation, Bentley field questions. The bulk of his presentation and the answers to the many questions fielded by Bentley are now posted on the Senate Portal.

**IV. Faculty Spring Assembly 3/31/2016**

**A. Motion on Reapportionment of the Faculty Senate**

1. This motion increased Engineering’s cohort of Senators by “1” and decreased A&S’s cohort of Senators by “1”
2. Motion carried: 56 affirmative, 2 No, 1 Abstention

**B. Motion #2: Changes to Senate Constitution and Rules of Order to reflect VU-VUMC reorganization**

- 1.This motion proposed revisions to the Senate’s Constitution and Rules of Order necessary to: (1) to align Faculty Senate documents with changes secondary to the VU/VUMC reorganization or (2) to re-align references in our Constitution and Rules or Order to the previously revised University’s Code of Bylaws.
2. Motion carried: 59 affirmative, 0 No, 0 Abstentions

**C.** Professor Donna Ford (Peabody) featured speaker presented: “The Urgency is Now: Why Higher Education Faculty Must Prepare Future Professionals to be Culturally Competent.”

**D.** Chancellor Nicholas Zeppos delivered a “State of Vanderbilt University” address

**E. Faculty Award Recipients:**

1. The Harvie Branscomb Distinguished Professor Award - **Lorraine M. López** ; A&S, English
2. The Alexander Heard Distinguished Professor Award - **Mitchell Seligson**; A&S, Political Science
3. The Joe B. Wyatt Distinguished Professor Award - **Velma McBride Murry**; Peabody
4. The Joseph A. Johnson, Jr. Distinguished Leadership Award - **Linda Sealy**; School of Medicine
5. Madison Sarratt Prize for Excellence in Undergraduate Teaching Award – **Lori Troxel**; Engineering
6. Ellen Gregg Ingalls Award for Excellence in Classroom Teaching – **Laura Stark**; A&S, History

Note: The Faculty Senate’s Consultative Committee received nominations and made recommendations to the Provost on Awards #1-4 above.

**V. Faculty Senate Meeting 4/7/2016 (Items of Note)**

**A. Chair Willis’s Executive Committee (EC) Report to the Faculty Senate**

1. Senators were reminded that the Strategic Planning and Academic Freedom (SPAF) committee’s statement of academic freedom of expression was made available for comment until March 25, 2016. The SPAF committee considered all feedback received, and their revised statement is being brought forward as a Motion for inclusion in the Faculty Manual at the 4/7/2016 meeting under new business.
2. Senators were encouraged to attend the special Senate meeting to discuss the Greek Life Task Force Report. This Special Senate session will be held jointly with Vanderbilt Student Government and Greek Life leaders on April 13, 2016 from 5:30 p.m. to 7:00 p.m. in Wilson 103. (This meeting had not yet occurred at the time this summary was due.) All feedback received related to the report is posted on the Senate portal.
3. The previous proposal (see **3.A. 6.** above) related to reimbursement for faculty dependent care expenses while attending conferences and research sessions, has been considered by the Faculty Life Committee (Chair Brain Heuser). The Faculty Life Committee is working with Professor Tung and Vice Chancellor Sweet to collect additional information. More details will be forthcoming to the Faculty Senate after additional study.
4. Proposed revisions to Part IV of the Faculty Manual (“Disciplinary Actions and Grievances”) will be forthcoming for a vote at the Senate’s last meeting of the academic year, which is Monday, May 9. The proposed revisions to Part IV were previously circulated for faculty comment and may be found on the Senate Portal.
5. The Faculty Senate Office has moved from Kirkland Hall. It is now located in Sarratt 341.

**B. Motions**

1. **Motion #1 as recommended by the Strategic Planning and Academic Freedom (SPAF) Committee : “Proposed Revision to Part III, Chapter 1 of the Faculty Manual “Statement of Academic Freedom of Expression,” presented by SPAF Committee Chair, Senator Holly J. McCammon**

Note: The EC with the assistance of Senator McCammon previously circulated the SPAF Committee’s “Statement of Academic Freedom of Expression” (See **Exhibit 1**) as a proposed revision to the Faculty Manual to the Faculty Senate. After presentation of the motion, discussion followed. Chair Willis called for a vote (29 affirmative, 0 opposed, 0 abstentions). The motion was strongly affirmed, but Chair Willis noted that a quorum was not achieved and this motion will be brought back under “old business” at the May 9, 2016 Faculty Senate meeting.

**2.Motion #2 as recommended by the Faculty Life Committee: “Proposed revisions to travel reimbursement policy for VU employed faculty,” co-presented by Faculty Life Committee Chair, Senator Brian Heuser and Brett Sweet, Vice Chancellor for Finance.**

Note: Senator Heuser and Vice Chancellor Sweet first explained that this motion pertains only to travel policies related to VU employed faculty travel. The proposed policy revisions were previously circulated to Senators and would provide for a faculty engaged in nonsponsored research travel or other business related VU travel (as long as it is not related to sponsored research) to elect to be reimbursed based on actual itemized expenses or by a Vanderbilt per diem of US \$75/day. In addition for both sponsored and non-sponsored University travel, the receipt threshold will be increased from \$25 to \$75 per receipt. However, each Dean of Vanderbilt University’s colleges and schools retains the prerogative to maintain a more restrictive reimbursement policy. After presentation of the motion and discussion, Chair Willis called for a vote (32 affirmative, 0 opposed, 0 abstentions). The motion was strongly affirmed, but Chair Willis noted that a quorum was not achieved and this motion will be brought back under “old business” at the May 9, 2016 Faculty Senate meeting.

**C. Scheduled Speaker: Doug Christiansen, Vice Provost for University Enrollment Affairs, Dean of Admissions and Financial Aid**

Note: Vice Provost’s Christiansen’s presentation focused on admission statistics for the current freshman class (class of 2019) as well as comparative statistics dating back over the last decade. The Senate commended Christiansen for his excellent presentation.

**VI. Senate Updates**

Article II of the Senate constitution indicates that the Senate should facilitate communication among students and faculty and we have had several partnerships with Vanderbilt Student Government (VSG). These were described in the March Engage newsletter, which launched March 21. One initiative, which VSG brought to the Senate, was a desire for enhanced gender inclusion and awareness. The Senate and the VSG, with input from the Office of LGBTQIA Life and the Center For Teaching, developed a forum on this topic. The forums were held April 6 and April 12. As part of the forum, we have a new teaching guide to aid faculty in fostering enhanced inclusivity practices to their classroom. This guide is available on the Center for Teaching website. The Senate also partnered with VSG on FeaSt—an opportunity for an undergraduate student to take a faculty member to lunch at Rand or the Commons, at no cost to the student or the faculty member. This program provides an opportunity for one-on-one dialogue between faculty and students.

## **Exhibit 1**

### **Proposed Academic Freedom of Expression Statement:**

Vanderbilt University is dedicated to advancing knowledge and ideas, both of which may contain inherently value-laden components. In pursuit of this goal, Vanderbilt is committed to providing an environment for open inquiry and the vigorous exploration and free expression of ideas. Academic freedom for faculty extends from the university campus (e.g., classrooms, lecture halls, clubs, etc.) to outside its boundaries. As informed citizens and experts in their academic specialties who can speak with accuracy and authority, faculty are often encouraged to express ideas and opinions in the public domain. This activity, which is recognized as an important component of academic endeavor, occurs through a variety of venues not limited to formal publications. Vanderbilt encourages intellectual inquiry, discovery, and exchange of information, and, therefore, fully recognizes and protects freedom of exploration, thought, and expression for its faculty in all these activities.

Vanderbilt strives to promote a diverse community, and the views and ideas of its members will inevitably conflict. As an institution committed to the advancement of knowledge, and as a training ground for the intellectual, social, and ethical leaders of the future, the university is the arena where difficult conversations and seemingly heretical thoughts deserve exploration and protection. It is contrary to the principles of the university to limit the freedom of expression of individuals or to protect individuals from the messages of others which may be deemed disagreeable or possibly even offensive.

At the same time, the university deeply values inclusivity, civility, and mutual respect, and it is incumbent upon all members of the Vanderbilt community to engage in civil and respectful dialog and to resist discourse that aims to suppress the free expression of ideas. The university is and should be a forum in which faculty and students engage the spectrum of ideas in a civil and mutually respectful fashion, where faculty provide a role model for student engagement, and where students hone their abilities to think about and explore diverse perspectives.

When an individual or group deems the ideas of others to be inimical to their own, the response cannot be to suppress or obstruct the speech of others but rather the response should be to engage in discussion, debate, and mutually respectful dialog. A core part of the university's mission is to provide opportunities for intellectual exchanges to take place. Our responsibility as a community is to ensure that all members of the university community have freedom of expression.

Only in narrow circumstances should the university endeavor to limit freedom of expression. Speech that violates the law, such as libel, slander, harassment, or threats; that infringes on legally-protected privacy or confidentiality interests; that directly impedes university activities in a severe and/or pervasive manner; or that intentionally promotes hate of individuals or groups is not protected at Vanderbilt. Because the university is fully committed to the promotion and protection of the free expression and exchange of ideas, these rare exceptions should be understood and applied so as to support rather than undermine full and free expression.