Call to Order

Approval of the Minutes of April 7, 2016

Old Business

- Strategic Planning and Academic Freedom Committee, motion to revise and update the Section entitled “Academic Freedom and Responsibility” in the Faculty Manual. Ratification requested as motion previously passed unanimously without quorum present
  - Presented by Senator Holly McCammon, Chair, Strategic Planning and Academic Freedom Committee

New Business

- Greek Life Task Force Report, motion to approve report and Greek student leader feedback for submission to the Provost and Chancellor for further consideration
  - Presented by Senator David Weintraub, Chair of Greek Life Task Force

- Proposed revisions to Part IV of the Faculty Manual
  - Presented by Senator Myrna Wooders, Chair of the Faculty Manual Committee

- Senate elections for Chair-elect and Vice Chair-elect
  - Statements of interest from Geoffrey M. Fleming, MD, Assistant Professor of Pediatrics, Associate Director, Pediatric Critical Care Fellowship Program (Chair-elect candidate) and Leslie Welch Hopkins, Specialty Director, Adult Gerontology Primary Care Nurse Practitioner Program (Vice Chair-elect candidate)

Report of the Executive Committee

Remarks by the Chancellor

Scheduled Speaker

Good of the Senate
Motion to Adjourn

Voting Members present: Benbow; Chakravarthy; Christenbery; Christman; Cliffel; Creech; Delpire; Dewey; Fauchet; Fleming; Friedman; Goddu; Green; Greer; Guthrie; Haglund; Hasty; Heuser; Hopkins; Johnson, E.; Koutsoukos; Martin; McCabe; McAmmon; McCain; Merryman; Miga; Murphy; Norman; O’Hara O’Connor; Outlaw; Pearson; Price; Reeves; Reside; Rowe; Schildcrout; Trigo; Webb; Weintraub; Willis; Wooders; and Wright.

Voting Members absent: Bachman; Barnes; Balser; Brown; Cannon; Chang; Hetherington; Johnson, J.; Kennedy; Loss; Maroney; Oskay; Rohde; Segovia; Shay; Slayton; Smrekar; Spottswood; Talbot; Townes; Wait; Wallace; Walsh; Wright-Rios; and Ziegler.

Ex Officio Members present: Anderson; Bandas; Beasley; Brady; Cyrus; Johnson, R.; Lim; Lutz; Raghavan; Raiford; Wente; and Zeppos.

Ex Officio Members absent: Combs; Fortune; Geer; Hall; Hill; Kopstain; Marnett; McNamara; Miller; Stalcup; Sweet; and Williams.

Guests: Barbara Carroll, Associate Vice Chancellor and Chief Human Resources Officer

Call to Order

Senator Richard Willis, Chair of the Faculty Senate, called the meeting to order at 4:10 pm.

Approval of the minutes of April 7, 2016

Chair Willis asked for approval of the minutes. A motion was made and seconded to approve the minutes. The motion passed unanimously by voice vote.

Vice Chair of the Faculty Senate, Ann Price asked to be recognized by the Chair. After recognition was granted, Vice Chair Price introduced a motion from the floor calling for a suspension of the Faculty Senate’s established Rules of Order with respect to the meeting’s agenda. Vice Chair Price moved that all items requiring a vote, which she enumerated as a motion under old business, motions under new business, and election of Senate Officers, be moved to the top of the agenda.

Chair Willis first confirmed that a quorum was present. He then explained that such a motion requires a 2/3 vote majority to pass. Voting proceeded: Tally: 38 affirmative, 0 opposed, 0 abstentions
The motion was adopted.
Old Business

- Strategic Planning and Academic Freedom Committee, motion to revise and update the Section entitled “Academic Freedom and Responsibility” in the Faculty Manual
  
  Ratification requested as motion previously passed unanimously without quorum present
  
  o Presented by Senator Holly McCammon, Chair, Strategic Planning and Academic Freedom Committee

Motion 1

- Whereas the Vanderbilt Faculty Manual (as archived on 8/3/2015) requires revision and updating, and
- Whereas revisions to Part I, Chapter 5 of the Faculty Manual were approved by the Faculty Senate on 9/10/2015 and given final approval by the Chancellor of Vanderbilt University on 9/14/2015, and
- Whereas the current statement of academic freedom of expression for faculty as contained in the Faculty Manual Part III, Chapter 1 was drawn in part from the 1960 Beach Report, both an outdated document and a document drafted by a university task force to justify the expulsion of James Lawson for his activities related to the civil rights movement, and
- Whereas the Strategic Planning and Academic Freedom (SPAF) standing committee of the Faculty Senate invited presentations and discussion from three campus faculty experts outside of the Senate on the topic of academic freedom and workplace free speech to help guide its deliberations, and met to hear the views of a group of politically-diverse undergraduates, and
- Whereas the SPAF committee also considered a wide range of previously collected university statements and policies, including the Yale University report and a statement recently adopted by the University of Chicago on freedom of expression, and
- Whereas the SPAF committee invited comments from the Faculty Senate, and all Vanderbilt University faculty in its March 2016 issue of Engage: The Newsletter of the Faculty Senate, including the opportunity to provide comments anonymously through a free-text survey, and
- Whereas all feedback received was duly considered and deliberated by the SPAF Committee,

We the Strategic Planning and Academic Freedom Committee, move that the Section entitled “Academic Freedom and Responsibility” of the 8/3/2015 Faculty Manual be revised by addition and deletion as per the attached document in Exhibit 1 [Exhibit 1 SPAF Motion 1],

We further move that the Faculty Senate give its endorsement to these revisions, and

We further move that these endorsed revisions be forwarded as a formal proposal as per Faculty Manual “Part I, Chapter 5, Amendments to the Faculty Manual” to the Chancellor and the Provost, for review, and if accepted, final approval by the Chancellor.
Senator Willis, Chair of the Faculty Senate, opened the floor for discussion. There was no question and no debate. Senator McCammon noted the acceptance of the friendly amendment to the motion. The friendly amendment that the second sentence of the first paragraph which currently reads “In pursuit of this” be amended by addition of the word “goal” to read: “In pursuit of this goal. . . .”

Chair Willis called for a vote on Motion 1 by electronic ballot. The Voting proceeded: Tally: 40 affirmative, 0 opposed, 0 abstentions. The motion was adopted.

New Business
- Greek Life Task Force Report, motion to approve report and Greek student leader feedback for submission to the Provost and Chancellor for further consideration
  - Presented by Senator David Weintraub, Chair of Greek Life Task Force

Senator Weintraub, Chair of Greek Life Task Force, spoke at a previous meeting and discussed the recommendations of the Greek Life Task Force. The Greek Life Task Force met with students and held a special meeting with the Faculty Senate in April, 2016. The Greek Life Task Force is presenting the following motion.

Motion 2
- Whereas the Greek Life Task Force (“Task Force”) was constituted by the Faculty Senate in September 2013 to study the Greek Life experience at Vanderbilt University,
- Whereas the Task Force invested significant time and thought deliberating all aspects of Greek Life on campus, including surveying Greek students and listening to their views and those of the Offices of Greek Life and Dean of Students,
- Whereas the Task Force submitted its draft report to the Executive Committee of the Faculty Senate in October 2015 containing seven recommendations for evaluation and possible implementation by the Vanderbilt University leadership,
- Whereas the Task Force, in partnership with the Faculty Senate and the Vanderbilt Student Government, subsequently expanded its Greek outreach to solicit feedback in both an online survey and various interactive forums from the three Greek Councils, IFC, Panhellenic, and NPHC, as well as Faculty Senators, the Vanderbilt Student Government, and Greek Alumni,
- Whereas the Task Force added the Preamble to its report dated April 4, 2016, advocating flexibility and thoughtful implementation of its recommendations on the basis of the feedback received in light of differences among Greek Councils and their national organizations,
• Whereas the Task Force, the Greek student leadership, the Vanderbilt Student Government, and the Faculty Senate participated in a joint specially called Senate meeting on April 13, 2016, to further engage Greek constituent feedback on the Task Force draft report,

• Whereas Greek student leadership from all three Councils provided highly constructive and insightful feedback in a dignified, professional, and exemplary manner at the special Senate meeting that impressed those present,

• Whereas the Greek student leadership, consistent with the call of the Preamble, offered appropriate feedback for each Task Force recommendation in the collaborative spirit of enhancing the effectiveness of the Task Force recommendations and striving for the betterment of the Vanderbilt community for all stakeholders,

• Whereas the Task Force draft Report recommendations and Greek student leader proposed revisions to Task Force recommendations are summarized in Exhibit 1 [Exhibit 1, Motion 2, Greek Life Task Force] and the full text of the Task Force draft Report and Preamble are presented in Exhibit 2 [Exhibit 2, Motion 2, Greek Life Task Force],

• Whereas the Greek student leadership, as also advocated by the Task Force, recommended continued proactive actions to include and facilitate community with independent students by partnering with the Office of Intercultural Initiatives and Cultural Competence (Dean of Students) in consultation with the Office of Equity, Diversity, and Inclusion as needed,

We, the Greek Life Task Force, unanimously move that:

The Faculty Senate endorse the Greek Life Task Force report, the Greek Life Task Force Preamble, and the Greek Student feedback to the task Force report,

The Faculty Senate, as recommended by the Task Force and the Greek student leadership, institute annual, coordinated reporting by Greek Life student leadership and the Office of Greek Life to the Faculty Senate standing committee on Student Life to ensure that the momentum and hard work of all parties to this significant endeavor in the history of Vanderbilt University are carefully reviewed and collaboratively monitored and adjusted as necessary for the betterment of all Vanderbilt stakeholders, past, present, and future,

The Student Life Committee of the Faculty Senate, specifically, will have continued dialogue and engagement not only about the Task Force recommendations, but the feedback from the Greek student leaders, all of which are summarized in Exhibit 1 [Exhibit 1, Motion 2, Greek Life Task Force], and

The Faculty Senate forward the Task Force recommendations and Greek leader feedback to the Provost and the Chancellor for review and acknowledgement that the recommendations
and feedback be seriously considered for implementation by Vanderbilt University leadership in the context of furthering the University’s mission.

**Greek Life Task Force Membership, years of service for life of Task Force unless otherwise indicated in brackets:**

- Professor David Weintraub, A&S. Task Force Chair, Chair Faculty Senate 2011-2012
- Brooke Ackerly, College of Arts & Science. Associate Professor of Political Science
- Greg Melchor-Barz (Task Force Vice-Chair), Blair School of Music, College of Arts & Science, Divinity School. Professor of Musicology, of Anthropology, and of Music and Religion; Vice Chair Faculty Senate 2011-2012; Faculty Head of North House 2007-present; [13-14]
- Donald Brady, School of Medicine. Professor of Medicine; Associate Dean for Graduate Medical Education; Chair Faculty Senate 2013-2014
- John Braxton, Peabody College. Professor of Higher Education, Department of Leadership, Policy, & Organizations
- Roger Cone, School of Medicine. Joe C. Davis Chair in Biomedical Science and Chair, Molecular Physiology & Biophysics; Chair, Molecular Physiology & Biophysics Department; Faculty Head of Murray House 2012-present; [13-14]
- Cathy Fuchs, School of Medicine. Professor in Psychiatry; Director of Psychological and Counseling Center; Chair Faculty Senate 2006-2007
- Chalene Helmuth, College of Arts & Science. Senior Lecturer in Spanish & Portuguese; Faculty Head of Sutherland House 2007-present
- Brian Heuser, Peabody College. Assistant Professor of the Practice, International Education Policy; Senior Research Fellow, Office of the Dean of Students
- Paul Lim, Divinity School. Associate Professor in History of Christianity; Chair Faculty Senate 2014-2015; Faculty Head of Crawford House 2007-2015
- William H. Robinson, School of Engineering. Associate Professor in Electrical Engineering and Computer Engineering
- Kyla Terhune, School of Medicine. Associate Professor in Surgery and Anesthesiology; Program Director, General Surgery Division; Faculty Head of Hank Ingram House 2011-present
- Joseph Webby, Peabody College. Associate Professor of Special Education; Chair, Student Life Committee of Faculty Senate 2013-2014

Senator Willis, Chair of the Faculty Senate, opened the floor for discussion. There was no question and no debate. Chair Willis called for a vote on Motion 2 by electronic ballot. The Voting proceeded: Tally: 39 affirmative, 2 opposed, 0 abstentions. The motion was adopted.

- Proposed revisions to Part IV of the Faculty Manual
  - Presented by Senator Myrna Wooders, Chair of the Faculty Manual Committee
Senator Myrna Wooders, Chair of the Faculty Manual Committee noted the committee has worked on Part IV since the committee’s formation two years ago. Senator Wooders noted that most of the edits addressed by this motion are related to stylistic format, the correction of inconsistencies, and placement of items in a logical order. Senator Wooders next highlighted two important areas.

Chapter 1, Footnote 1 – This section was motivated by faculty in School of Medicine to make sure they have the full protection of faculty at Vanderbilt University.

The footnote says, “Faculty employed by the Vanderbilt University Medical Center will be subject to the standards of conduct adopted by the Vanderbilt University Medical Center in their clinical practice, in addition to the standards of conduct adopted by the University. In scholarly activities, such faculty will be subject to the portions of VUMC standards of conduct that do not differ from the Vanderbilt University Faculty Manual. Disciplinary and grievance actions for faculty members will be in accordance with the Faculty Manual. Vanderbilt University and Vanderbilt University Medical Center will coordinate actions whenever matters affecting both are involved.” This footnote was inserted in the Faculty Manual to clarify governing processes for VUMC employed faculty.

In the current Faculty Manual, there is a section on final reports and each section has a subsection. Since some of the subsections may have inconsistencies or there may be errors in the reports, after timely review, corrective edits may need to be made or comments added to the report. This motion will allow the Grievance Committee to revise its report should it become necessary. The Committee may then choose to send the comment and the report to the Chancellor. Senator Wooders then explained that if there is no additional comment from the grievant, the Grievance Committee can choose to send the report as it is. The draft report would be made available for comment by all parties giving the grievant an opportunity to comment on the report. The Grievance Committee determines at what point enough comments and revisions have been received.

**Motion 3**

- Whereas the Vanderbilt Faculty Manual (as archived on 8/3/2015) requires revision and updating, and
- Whereas revisions to Part I, Chapter 5 of the Faculty Manual were approved by the Faculty Senate on 9/10/2015 and given final approval by the Chancellor of Vanderbilt University on 9/14/2015, and
- Whereas, the Faculty Manual Committee has now circulated additional proposed revisions to the Faculty Senate and placed those revisions before the University faculty for comment,
We the Faculty Manual Committee, move that the Section “Part IV (Chapters 1-2)” of the current version of Faculty Manual entitled “Disciplinary Actions and Grievances” be revised by addition and deletion as per the attached document (see Exhibit 1a),

We further move that the Faculty Senate give its endorsement to these revisions, and

We further move that these endorsed revisions be forwarded as a formal proposal as per Faculty Manual “Part 1, Chapter 5, Amendments to the Faculty Manual” to the Chancellor and the Provost, for review, and if accepted, final approval by the Chancellor.

Faculty Manual Committee

• Senator Myrna Wooders, A&S, Chair
• Senator Richard Willis, Owen Graduate School of Management
• Senator Geoffrey Fleming, School of Medicine
• Senator Erin O’Hara, Law
• Senator Benigno Trigo, A&S
• Duco Jansen, Engineering
• Becky Keck, Nursing
• Margaret Tarpley, School of Medicine

Senator Willis, Chair of the Faculty Senate, opened the floor for discussion. A senator made a friendly suggestion that a time limit be placed on the responses of the grievant since there is a time limit on responses made by the respondent. “The Grievant shall have up to fourteen days…”

Another senator also noted if the Grievance Committee does not revise the draft and submits the report with comments of the parties, the committee should also identify why it has not revised their report.

It was further suggested that instead of “comments of the parties,” a more accurate statement would be, “comments of the parties and Grievance Committee”.

Chair Willis noted that two potential motions from the floor made by Senator Laurie Benton and Senator Myrna Wooders, to amend the original motion, were now on the table. While these potential motions had not been formalized, a motion from the floor was made by Senator David Weintraub to send the original motion back to committee for further review in light of the Senate’s discussion.

Chair Willis called for an electronic vote on the Motion from the floor to refer the original Motion 3 back to committee.
The Voting proceeded: Tally: 28 affirmative, 13 opposed, 0 abstentions.
The motion was adopted.
The topic will come before the Senate again this fall.

• Senate elections for Chair-elect and Vice Chair-elect
Statements of interest from candidates for Chair and Vice Chair-elect were previously distributed.

Chair Willis asked for nominations from the floor. There were no additional nominations. First, a vote was taken for Chair-elect.

Chair Willis called for a vote by electronic ballot on the candidate for Chair-elect, Geoffrey Fleming.

The Voting proceeded: Tally: 34 affirmative, 3 opposed, 0 abstentions
Chair Willis announced that Geoffrey Fleming was elected as the next Chair-elect.

Next, a vote was taken for Vice Chair-elect. Chair Willis called for a vote by electronic ballot on candidate for Vice Chair-elect, Leslie Welch Hopkins.

The Voting proceeded: Tally: 35 affirmative, 3 opposed, 2 abstentions.
Chair Willis announced that Leslie Welch Hopkins was elected as the next Vice Chair-elect.

Congratulatory applause was given to the Chair-elect, Geoffrey Fleming and Vice Chair-elect, Leslie Welch Hopkins.

**Report of the Executive Committee**

Senator Willis gave the report of the Executive Committee (EC). He noted that the EC Committee report had been previously distributed. Chair Willis called for questions. Seeing no questions, he proceeded to the next item of business.

**Remarks by the Chancellor**

Chancellor Zeppos began with the presentation of certificates to third year senators who are rolling off of Senate this year. There were twenty-one senators receiving certificates. Those completing terms of office and receiving certificates were:

- Senator Sandra Barnes
- Senator Buddy Creech
- Senator Eric Delpire
- Senator John P. Greer
- Senator Alyssa Hasty
- Senator Marc J. Hetherington
- Senator Joyce Johnson
The Chancellor recapped a year of many achievements and commended the faculty for its leadership in service to the university in both teaching and research. He noted that the true meaning of the university is in the strength of the faculty. He emphasized that the distinction of the faculty is what brings students to Vanderbilt.

He further emphasized:

- The quality of faculty, the student body, and the learning environment.
- Faculty achievements.
- Strong undergraduate applications.
- Campus master planning.
- Graduate student housing.
- Senior faculty searches.
- The successful reorganization.
- The strides the university has made in the area of diversity, equity, and inclusion.
- A commitment to student mental health.

Scheduled Speaker

Senator Willis introduced guest speaker, Senator David Weintraub, to give the Senate an update from the Coalition on Intercollegiate Athletics (COIA).

Senator Weintraub highlighted the following points:

- COIA, an organization of faculty senates was formed in 2002 and is comprised of 65 faculty senates. The Vanderbilt faculty senate is a member of COIA.
- The purpose of COIA is to give faculty senates a voice in intercollegiate athletics.
- Intercollegiate athletics is largely controlled by the NCAA and conference commissioners.
• COIA plans to produce legislation to revise its by-laws, enabling it to be more nimble.
• A big issue of concern for COIA is the time commitment required of student athletes.
• With respect to health concerns, the number one priority of COIA is concussions, and the second major health concern is student athlete mental health issues.
• The other major concerns of COIA with respect to student athlete health are: cardiac health, overuse injuries, doping and drugs, sexual assault, and nutrition health.
• The NCAA is conducting a $30 million study on concussions.
• Next year, COIA’s focus will be the production of a report on COIA’s Best Practices.
• Vanderbilt student athletes receive an unsurpassed quality of medical care.
• COIA has the potential to have a tremendous impact on collegiate athletics.

**Good of the Senate**

Provost Susan Wente announced, in partnership with the Administration, the Faculty Senate and the Faculty Life Committee, the university will be expanding the tuition benefit program to include qualified Comprehensive Transition Programs or CTP’s. The announcement will be in an upcoming edition of *MyVU*.

July 1 represents the transition of the Executive Committee. Senator Willis and Senator Price will become immediate Past Chairs. Senator O’Hara O’Connor and Senator Dewey will become the Chair and Vice Chair respectively. Senator Fleming and Senator Hopkins will take office as the Chair-elect and Vice Chair-elect. We will bid farewell to Senator Lim and Senator Johnson, who were recognized with a gift for their service.

The Executive Committee and Provost Wente were recognized for their outstanding leadership and unsurpassed level of communication this year. There was a reception to follow in VUSN Room 160.

**Adjournment**

The meeting adjourned at 5:40 pm.
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.
### Exhibit 1

**Summary of Greek Life Task Force (TF) Recommendations and Greek Student Feedback**

<table>
<thead>
<tr>
<th>TF recommendation</th>
<th>Greek student feedback</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>20-hour weekly maximum New Member Education Hours.</td>
</tr>
<tr>
<td><strong>Greek student feedback</strong></td>
<td>IFC New Member reform committee will create action steps for reducing time commitments as well as purposeful content for all new member programs. Office of Greek Life will work with chapter leaders and advisors to balance compliance with national organization requirements and time commitment.</td>
</tr>
<tr>
<td>2</td>
<td>Hire an Area Coordinator through the Office of Housing and Residential Education responsible for the residents in all of the Greek chapter houses in addition to all of the undergraduate students in on-campus housing. Hire 1-3 Graduate Resident Assistants to live on Greek Row and support the work of both the Greek row/off-campus Area Coordinator and the Director of Greek Life. Require all Greek chapter presidents to participate in training programs for resident assistants (RAs).</td>
</tr>
<tr>
<td><strong>Greek student feedback</strong></td>
<td>Require RA training for House Managers rather than chapter presidents. Enhance training for chapter standards board members for individual accountability. Hire additional Program Coordinator for the IFC in the Office of Greek Life.</td>
</tr>
<tr>
<td>3</td>
<td>Include Faculty Fellows in the Greek Life Community.</td>
</tr>
<tr>
<td><strong>Greek student feedback</strong></td>
<td>Enhance faculty engagement opportunities through the Greek Member Experience (GME) program by 50% over the next 3 years.</td>
</tr>
<tr>
<td>4</td>
<td>The Interfraternity Council developed and adopted the IFC Inclusivity Agreement in 2015. The Panhellenic Council and the NPHC should develop and endorse their own public declarations in support of full inclusivity.</td>
</tr>
<tr>
<td><strong>Greek student feedback</strong></td>
<td>Enhance and expand community-wide Greek Allies program. Enhance partnership with the Office of Intercultural Affairs and Cultural Competence Office.</td>
</tr>
<tr>
<td>5</td>
<td>Effective in the 2019-2020 academic year, only third year and higher students should live in Greek Chapter Houses. Effective with the completion of the college Halls system, 100% of</td>
</tr>
</tbody>
</table>
Vanderbilt students should live in the college Halls communities and the Greek chapter Houses should become completely non-residential facilities, without exception.

**Greek student feedback**

Flexibility for special circumstances related to third year housing requirement. Explore possibility of the Greek houses being their own College Hall with a faculty director. Increase engagement with the Ingram Commons and first year experience.

**TF recommendation 6**

Meaningfully address the socio-economic status problem for Greek Life by 2025. Create *Affording Greek Life*, a before-you-start appraisal of the real costs associated with going Greek.

**Greek student feedback**

Comprehensive cost assessment to be shared with potential new members. Work with chapter advisors to monitor and adjust expenses as needed. Work with chapter leaders to establish greater fiscal responsibility and clarity. Launch a prioritized fundraising campaign for Experience Vanderbilt and/or a Greek-specific dues assistance program.

**TF recommendation 7**

Faculty Senate Student Life Committee should monitor recommendations.

**Greek student feedback**

Annual Greek Life updates to Faculty Senate standing committee on Student Life by Office of Greek Life staff and Greek student leaders in consultation with the Office of Equity, Diversity, and Inclusion.
Preamble to Final Report of Faculty Senate Greek Life Task Force
April 4, 2016

The recommendations contained in the Final Report of Faculty Senate Greek Life Task Force are intended to represent a framework for evolutionary change both in the culture of the Greek student community at Vanderbilt and in the relationships of that community to the independent students at Vanderbilt and to the faculty of the University.

The recommendations of the Task Force should be embraced in the spirit of adaptability and flexibility. The recommendations are based on fundamental philosophical principles about the University as currently understood and should be implemented within the parameters that recognize the dynamic and evolving nature of Vanderbilt. The Task Force recognizes that one size does not fit all leading, to the potential for unintended consequences to recommended changes; this emphasizes the critical importance of dynamic rather than static application of the recommendations.

The historical structure of the Greek organizations is diverse, which introduces challenges to making general recommendations regarding Greek life at Vanderbilt. For example, there are unique aspects of NPHC organizations that introduce the need for possible exceptions to some of the Task Force recommendations. One difference is the new member education process for NPHC organizations, which is not identical to the process for other Greek organizations. NPHC students, for example, might be asked by their nationals to attend a full-weekend, off-campus educational program. Attending such a program would require a participating NPHC student member to commit more than 20 hours in a single week to the new member education program, in violation of the proposed recommendation #1. The Task Force recognizes the importance of such activities for the individual student member and the NPHC chapters and encourages the Office of Greek Life to make reasonable exceptions to the general rule in circumstances such as this one.

The Task Force also wishes to emphasize that the recommendations in the Final Report are intended to both address current problems and to be forward-looking. While the Task Force is unable to predict the future, we all recognize that Vanderbilt University is not a culturally static entity. Virtually all aspects of the University change, sometimes on a timescale of a few years, other times on a time frame of a few decades. We know that Vanderbilt today is not the Vanderbilt of yesteryear and that Vanderbilt in 2050 will be different from Vanderbilt today. In the 1950s, Vanderbilt students and faculty were predominantly white, Christian and southern. Today, the Vanderbilt community is multicultural, multiracial, multiethnic, and international, though not as diverse in all these ways as it will be in 2025. Some changes are unpredictable but others, for example the transition to a complete residential college system for our undergraduate student community, are predictable. We should focus on general principles such as development of a residential college system while maintaining an approach to change that is responsive to our evolving culture.