

Vanderbilt University  
Faculty Senate Meeting  
April 2, 2009, 4:10 p.m.  
140 Frist Hall

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Call to Order

Approval of Minutes of March 12, 2009

Report of the Executive Committee  
Chair Virginia Shepherd

Remarks by Chancellor Zeppos

Vanderbilt Faculty and Physician Wellness Program  
Jeanette Norden and Mary Yarbrough

Motion from Executive Committee  
Chair Virginia Shepherd

Update from Faculty Life Committee  
Dave Piston, Committee Chair

New business

Good of the Senate

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Voting Members present: Armour, Berk-Seligson, Bodenheimer, Christie, Dever, Getz, Hall, Hiebert, LeBlanc, Lukeheart, Moore, Nanney, Norden, Paschal, Piston, Price, Porter, Reschly, Roberts, Rogers, Schorn, Sharpley-Whiting, Shepherd, Walker, Weil, Weller, Wood, and Yarbrough.

Voting Members absent: Balsler, Bell (regrets), Benbow, Bernard, Blackett, Blair, Bradford, Braxton, Calico (regrets), Christman, Collins, Conway-Welch, Eisenberg, Galloway (regrets), Hudnut-Beumler, Kirshner, McLendon, Newbern, Oliver (regrets),

Oppenheimer, Peek (regrets), Retzlaff (regrets), Rubin, Saff, Sasson (regrets), Shields, Slovis (regrets), Smrekar (regrets), Stone and Wait (regrets).

Ex Officio Members present: Bandas, Barry, Damon, Dowell, Fife, McCarty, McNamara, and Zeppos.

Ex Officio Members absent: Barge, Chalkley, Christianson, Emeson, Fortune, Jacobson, Outlaw, Price (regrets), Sandler, Stalcup, Wcislo (regrets), Williams, and Wright.

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The meeting was called to order at 4:10 p.m. by Chair Virginia Shepherd.

**Next Item on the Agenda – Approval of the March 2009 minutes**

Chair Shepherd asked for a show of hands to approve the March minutes. Minutes were approved unanimously.

**Next Item on the Agenda – Report of the Executive Committee**

Chair Shepherd said that the order of the agenda will be changed due to the inclement weather. Upcoming meetings and reminders: Spring Faculty Assembly on April 17 (faculty speaker: Ellen Armour, Divinity School and senator). Next senate meeting: May 4 (Election of Officers and Committee Reports). Chair Shepherd went over changes to the Vanderbilt administration over the past year. She then asked for any questions.

Senator Mavis Schorn: Asked for Ginny to share anything about Harry Jacobson's retirement.

Chair Shepherd: I can only share what is already public knowledge.

**Next Item on the Agenda – Vanderbilt Faculty and Physician Wellness Program**

Chair Shepherd then introduced Senators Jeanette Norden and Mary Yarbrough to give a presentation on the Vanderbilt Faculty and Physician Wellness program. Senator Norden spoke first, and said that she is speaking as a faculty member and a founding member of the Faculty Wellness Committee. She has been at Vanderbilt for 39 years. She has taught many courses, and worked in many facets of the university (postdoc, young researcher, experienced researcher, etc.). She has struggled with balancing her personal and professional life, and she knows that this is important. She said that she has also seen colleagues suffer from depression, burnout, fatigue, etc. She has seen people experience devastating grief over losses (including losing their grants). She has been saddened by the news on many occasions that a colleague has taken their own life. She said that we are not just scholars and educators here, but we are community and we need to take care of each other. That is why she was so honored to be made a part of this important committee. Vanderbilt actually leads the nation in programs to help faculty members

when they have problems. But if we don't know how to access the programs, they don't help.

Senator Mary Yarbrough then spoke. She gave some background statistics—4.5% of employees have significant psychological stress. Physicians will be more successful at suicide than the general population. 2/3 of people who have depression don't get treated.

She then gave a personal example of her experience with Hodgkin's disease. She said that the Faculty and Physician Wellness Committee was modeled on the Employee Assistance Program (EAP). There is a licensed social worker and psychiatrist that will evaluate the person. She said that they focus on assessment and they want to line up the appropriate resources for faculty members who need help. She said that over 1000 faculty have used the program so far. It is a confidential program, and no records are kept except within the program. She said that they are not a disciplinary unit; they are totally behavioral.

She said that it is important to be aware of your junior faculty and their transition to their new job. They are trying to show their competence, and they don't want to ask for help. On the management side, she said that they do consultations with managers to help them to understand the process and how to access the services.

She then opened up the floor for questions.

Chair-elect Cynthia Paschal: Where are you located?

Senator Yarbrough: We are in the same area as the Employee Assistance Program in Medical Arts Building.

Chair-elect Paschal: Can any faculty anywhere in the university access your services?

Senator Yarbrough: Yes, all faculty, and that includes research faculty.

Provost Richard McCarty: How do you distinguish between EAP and FPWP?

Senator Yarbrough: All of them are helpful, and we all do similar work. If there is a mandatory referral, we would like to be contacted first.

Chair Shepherd: How do we get this information out to faculty?

Senator Yarbrough: Getting the information out on the campus side is a challenge, but we are trying to revamp the website and be more able to answer questions quickly. We try to do orientations in the Medical Center and they do updates there. We have not been able to make those inroads on the university side.

Senator David Wood: How do you publicize it?

Senator Yarbrough: Through Health and Wellness newsletters, a number of events and speaking engagements, and we have gone to a few departmental meetings. Any suggestions you have would be very helpful to us.

Senator Wood: I think if you communicate to the chairs, that would be good. Faculty will listen to the chairs.

Hearing no other questions, Chair Shepherd thanked them for their presentation, and turned the floor over to Provost McCarty.

### **Next Item on the Agenda –Report by the Provost**

Provost McCarty gave a quick update on the Task Force on Graduate Education and the IDEAS grant deadlines. The task force has been meeting, and will submit their final report over the summer. The IDEAS grant program deadlines have been changed to 8/15/09 for VUMC and 10/30/09 for University Central. Joint projects can be submitted on either date. He also said that 43% of the pre-proposals were selected for full submission.

### **Next Item on the Agenda – Chancellor’s Report**

Chair Shepherd thanked the Provost and turned the floor over to Chancellor Zeppos. Chancellor Zeppos gave a financial update. He said that since the \$250 million in tuition is the cash that supports the whole university, he was very pleased to see that we had fewer cases of people not able to pay their tuition in January 2009. We also took other steps to strengthen the financial situation at Vanderbilt. We went to the market and issued bonds. There was great demand for them. We have a very strong financial position now. Our endowment performance was 2<sup>nd</sup> in the country on our returns. Matthew Wright has done phenomenal work for the university. Philanthropy is also very important. We have had some very large gifts this year. We have slowed the capital building down; we are finishing up a few projects that we need to finish. He said that he expects that Vanderbilt will get its share of the economic stimulus money.

He then asked for any questions.

Senator Bridget Rogers: Why are we deciding to wait 45 days to pay a bill instead of 30 days?

Vice Chancellor Jerry Fife: That was a strategy that has been used, but if you call Procurement, they will release the checks.

Senator Rogers: I have done this and they still won’t send it.

Vice Chancellor Fife: I will look into this.

Senator David Wood: We need to invest money in climate-controlled buildings—Calhoun is a perfect example of this problem.

Chancellor Zeppos: We have set aside a good bit of money to put these control systems in place.

Provost Richard McCarty: Mark Petty just met with the deans, and in those buildings where we have the control capabilities, we plan to make those changes. Some of the older buildings have challenges and need to be retro-fitted.

Chancellor Zeppos: I agree with this policy, and you are right that this is important.

### **Next Item on the Agenda – Motion from Executive Committee**

Chair Shepherd thanked Chancellor Zeppos, and then introduced a motion from the Executive Committee on the Acceptable Use Policy change to Faculty Manual. She said that this policy has been developed by a committee that has been meeting for over a year on this issue. She said that the Executive Committee has reviewed the policy and asks that the Senate endorse the motion to approve. She then opened the floor for questions.

Senator Rogers: What is the bottom line of this policy?

Assistant Vice Chancellor Matt Hall: Don't do anything illegal, don't have an expectation of privacy and follow all the policies and rules.

Senator Bob Weller: What about encryption? Can we still do that?

Assistant Vice Chancellor Hall: There is no prescription not to do this. We encourage that.

Senator Dave Piston: Where does this fit in the Faculty Manual?

Associate Provost Tim McNamara: It fits under "policies."

Chair-elect Cynthia Paschal: Does this include phone systems?

Assistant Vice Chancellor Hall: Yes, it does.

Past Chair Bruce Barry: Do we do routine scanning of email?

Assistant Vice Chancellor Hall: We do scan when the email goes to the internet...we look for social security numbers and patient information that is confidential. But that is all we look for at this time.

Senator Bobby Bodenheimer: Forensic analysis? How fast do we do this?

Assistant Vice Chancellor Hall: We are doing this constantly.

Chair Shepherd then called for a vote. The motion passed unanimously.

### **Next Item on the Agenda – Update from Faculty Life Committee**

Senator Dave Piston gave an update on the spring break issue. He said that Provost McCarty has worked to line up the spring breaks between Medical Center and University Central. This puts us in a position to work with Metro Nashville and other schools on lining up their spring breaks with Vanderbilt's. He said that his committee will probably be rescinding the original motion, but he needs to talk with them about this first.

Provost McCarty: Can you talk about how this process happened?

Senator Piston: Both sides moved and met in the middle.

### **Next Item on the Agenda – New Business and Good of the Senate**

Chair Shepherd asked for any new business. Hearing none, she turned to good of the senate.

Chair Shepherd asked for any business under good of the senate. Hearing none, she called for a motion to adjourn, which was seconded.

Meeting adjourned at 5:32pm.

Respectfully submitted,

Jonathan Retzlaff,  
Vice Chair