

Vanderbilt University  
Faculty Senate Meeting  
February 10, 2005  
4:10 p.m.  
140 Frist Hall

**Call to Order**

**1. Approval of Minutes of December 9, 2004**

Note: Minutes can be found online here:

<http://www.vanderbilt.edu/facultysenate/files/120904facsen.pdf>

**2. Report of the Executive Committee**

Robert Thompson, Chair of the Faculty Senate

**3. The Staff Survey and What We Can Learn from it about Staff-Faculty Interactions**

Kevin Myatt, Chief Human Resources Officer

**4. Student Life Committee- Resolution Regarding COIA Actions**

Greg Barz, Chair of Student Life, will present the following resolution, and Ginny Shepherd, Co-Chair of COIA, will discuss the COIA meeting at Vanderbilt in January

**5. New business**

a.) Anticipated Resolution Regarding Living Wage—Senators Karen Campbell and Doug Perkins

b.) Senate Affairs Committee—Senator Mark Ellingham, chair, Notice to Members of the Faculty Assembly of Proposal to Reapportion the Senate

**6. Good of the Senate**

**7. Adjournment**

Voting Members present: Adams, Anderson, Barnett, Barz, Booth, Campbell, Casagrande, Conway-Welch, Ellingham, Flake, Fleetwood, Foster, Fuchs, Galloway, Goldfarb, Greene, Griffin, Haglund, Hawiger, Heflinger, Heyneman, Hoffman, Hudnut-Beumler, Kay, LeBoeuf, Levine, Link, Masulis, McCarty, Morrow, Neff, Peebles, Perkins, Pettepher, Porter, Sevin, Smrekar, Summar, Tellinghuisen, Tolk.

Voting Members absent: Benbow, Bradford, Conklin (regrets), Cummings (regrets), Eigen, Gabbe (regrets), Hodges, Lachs, McCarthy (regrets), McGill (regrets), Schmidt, Shyr (regrets), Syverud, Tarpley, Wait (regrets), Washington (regrets).

Ex Officio Members present: Balsler, Brisky, Gherman, Gotterer, Kovalcheck, McNamara, Ramsey, Schoenfeld, Zeppos.

Ex Officio Members absent: Barge, Chalkley, Farran, Gee (regrets), Hall, Jacobson, Outlaw, Perfetto, Spitz, Williams.

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The meeting was called to order at 4:10 p.m. by Chair Robert Thompson. Minutes from 12/9/04 meeting were reviewed and a motion was made to approve them. Motion passed unanimously.

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

Chair Robert Thompson gave the report of the Executive Committee. He began his report by reminding senators to submit nominations for the Branscomb, Heard, and Wyatt faculty awards (the due date is Friday, February 18). He reported that Professor James Ely from the Law School has been named the new grievance chair. Chair Thompson also mentioned his involvement with the Academic Mission Design Session, and he gave a brief overview of the two-day event. He added that Classified Research will be on the Senate's agenda for the next meeting on March 17, and reminded senators to fill out the Meeting Time survey poll that is being conducted by the Senate Affairs committee. He asked for questions, and hearing none, he introduced Kevin Myatt, director of Human Resources, and turned the floor over to him.

**Next Item on the Agenda – The Staff Survey**

Kevin Myatt gave a presentation on the staff survey and what faculty members can learn from it about staff (see presentation here: <http://www.vanderbilt.edu/facultysenate/files/KMyatt.ppt>). He pointed out that there were two questions on the survey (one that read “Faculty treat other staff members at the University with respect” and the other that read “There is effective communication within the University”) that received noticeably high unfavorable responses. He concluded by saying that what is needed from the faculty is for them to reinforce the desire to have open communication between all levels of the organization. He mentioned the ELEVATE program in the Medical Center as a test program for addressing these needs. He then opened the floor for questions.

Senator Vicky Greene asked about the issues in the open response section of the survey. Mr. Myatt answered that parking and benefits were most often mentioned. Senator Cathy Fuchs mentioned that these issues can be integrated—issues such as parking and benefits can affect faculty/staff relations. Chair Thompson mentioned that there were no benchmarks for these two questions on the survey as a point of information. Mr. Myatt said that one of the ways that the university is addressing the issue of communication is by having focus groups within individual work groups. Senator Marshall Summar mentioned that he knew that there were intervention programs in the Medical Center and

asked if there would be sampling done to find out how this is working. Mr. Myatt responded that they will conduct mini-surveys, random in nature, and will sample the data. Senate Summar followed up by asking if both the Medical Center and the University side will be sampled, with the University side used as a control group. Mr. Myatt said that they hadn't thought about this yet, but would consider it. Senator Mark Ellingham asked how this information was being disseminated to the faculty. Mr. Myatt responded that he assumed that the senators would take the information back to their departments, but beyond that, there were no specific plans. Senator Michael Goldfarb asked if these results were across the board, or if there were certain sections where there was more dissatisfaction. Mr. Myatt responded that the data has been broken out at the departmental level, but has not been broken out in terms of work groups. Chair Thompson mentioned that the Senate Executive Committee asked about this, and Mr. Myatt responded that the problem was across the board. Senator Stan Link asked if data from other industries were looked at in terms of this issue. Mr. Myatt responded that in the aggregate data, Vanderbilt is coming out higher than in the normative data. Vanderbilt is higher than the national average. Senator Andy Porter asked if there was a greater response rate from those who were unhappy generally with their jobs. Mr. Myatt responded that Moorehead (the firm that administered the survey) suggests that this is not the case. He said that we are hearing the same thing from the focus groups, and they have no way of knowing if they completed the survey or not.

Chair Thompson thanked Mr. Myatt for his presentation.

### **Next Item on the Agenda – Student Life Committee**

Next, Chair Thompson introduced Senator Greg Barz, chair of the Student Life committee. Senator Barz then introduced Ginny Shepherd, co-chair of the Coalition for Intercollegiate Athletics, who presented a resolution from the COIA for the Faculty Senate to consider for recommendation (see presentation here: <http://www.vanderbilt.edu/facultysenate/files/COIA.ppt>). Professor Shepherd gave a short explanation of COIA and explained what was discussed at the COIA meeting in January. She then opened the floor for questions.

There were questions about the divided competition seasons, contact with athletic advisors and athletic directors, issues about collecting data on student athletes, and the reaction of the NCAA to these recommendations. Chair Thompson then called for a vote on the resolution. The resolution passed with 2 no's and 2 abstentions.

### **Next Item on the Agenda – New Business**

Chair Thompson then called for New Business. Senator Doug Perkins asked to present a resolution on the Living Wage issue. He explained that his plan had been to propose a motion for the Senate Executive Committee to appoint a task force to study this issue, but in talking with others, he has decided to withdraw that motion. Instead, he proposed that the Senate Executive Committee set up a town hall meeting to address the Living Wage

issue. Chair Thompson explained the process by which the proponents came to this suggestion for a new motion.

There was discussion about the Living Wage issue, with Kevin Myatt, director of Human Resources, commenting that 562 people are currently covered in the bargaining unit that is directly affected by this issue. He also stated that we are in the middle of contract negotiations with this group and should know something next week about how it will progress. Senator Perkins asked if he knew how many workers were below the \$9/hour rate. Mr. Myatt replied that 266 were in this group. Senator Karen Campbell asked if all levels of staff were eligible for the tuition benefit. Mr. Myatt responded that they were all eligible. Senator Steve Heyneman asked what the Senate was being asked to approve. Chair Thompson replied that senators are being asked to consider the motion to charge the executive committee to meet with the proponents to find out the best way to deal with this issue. Senator Marie Griffith commended Senators Perkins and Campbell for their hard work in putting together the document and she added that she does think that this issue is the business of faculty and the Faculty Senate.

Chair Thompson then called for a vote on the resolution for the Senate Executive Committee to meet with the proponents to find out the best way to deal with this issue. The motion passed. Chair Thompson called for any other new business, but there was none.

#### **Next Item on the Agenda – Good of the Senate**

Chair Thompson then called for business under Good of the Senate, but there was none reported.

Meeting adjourned at 5:36 p.m.

Respectfully submitted,

Marshall Summar,  
Secretary