Interim Dean John Sloop called the meeting to order at 4:10 p.m. in Wilson Hall 103. Approximately 50 faculty members were in attendance.

1. Approval of the Minutes of the Faculty Meeting of March 24, 2015.

There were no comments or questions, and the Minutes were approved.

2. Review of the Minutes of the Faculty Council meeting of April 14, 2015.

Professor Beth Conklin, Chair of Faculty Council, announced that, at a special meeting of the 2015-16 Faculty Council held earlier today, Professor Tiffiny Tung was elected chair of Faculty Council and [that] Professor Laura Carpenter was elected Secretary of Faculty Council. The faculty applauded Professors Tung and Carpenter.

Professor Conklin explained, in relation to the presentation by Damian Marshall about Vanderbilt’s Title IX obligations at the March A&S Faculty Meeting, that an important goal of Faculty Council this year is to make information about Vanderbilt’s sexual misconduct policy and resources more accessible to faculty members, including information about what faculty members should do and should not do in a crisis situation. Mr. Marshall’s presentation was one way to make this information available to the faculty.

Professor Conklin explained that Faculty Council recommended to the dean that A&S representatives on the Vanderbilt Faculty Senate present updates about Senate activities to the A&S faculty at the monthly A&S Faculty Meetings. Such a standing agenda item would help facilitate communication between the Faculty Senate and the A&S faculty. Professor David Weintraub presented such reports several years ago, she continued, when he was a Senator. If faculty members have any suggestions for improving communications among Vanderbilt groups, Professor Conklin requested that they contact her or Professor Tung.

There were no questions or comments about the Council Minutes or about the new and revised course descriptions.

3. Executive Motion Calendar.

A. From the Committee on Educational Programs (CEP):
   i. Proposed revision of the Religious Studies major, minor, and honors program. Professor Conklin explained that this proposal is a substantial revision of the
Religious Studies academic program and that the faculty members of the department have put much time and energy into the proposal. Professor Stewart, chair of the Religious Studies department, stated that the department eliminated many of the courses offered by other departments and programs from the current list of approved courses for the Religious Studies major. He asked that department chairs and program directors contact him if they consider their courses appropriate for Religious Studies majors. The faculty then approved the revision of the Religious Studies major, minor, and honors program.

ii. Proposed creation of a Tibetan and Himalayan Peoples study abroad program. There were no questions or comments, and the faculty approved the Tibetan and Himalayan Peoples study abroad program.

B. From the Committee on Graduate Education (CGE): Proposed creation of joint Ph.D. and joint M.A. Comparative Media Analysis and Practice (CMAP) programs. Professor Conklin stated that the proposed new CMAP interdisciplinary joint Ph.D. and joint M.A. programs are an innovative and creative approach to graduate education that build on existing resources. Interested Vanderbilt graduate students would take CMAP courses that will complement and enhance their primary discipline-based Ph.D. programs. The CMAP joint degree would give students an edge in the job market, and the CMAP program would attract students to Vanderbilt in order to participate in this unique program. Some concerns were expressed at Faculty Council, Professor Conklin continued, regarding the media lab that is included in the CMAP proposal. Council members wanted to make sure that a digital lab on campus would be available for all disciplines to use and that faculty members would be able to participate meaningfully in the decision making process for the creation and use of the lab. She emphasized these points by reading the statement approved by Faculty Council: “While approving the proposal for a Ph.D. in Comparative Media Analysis and Practice (CMAP), Faculty Council strongly emphasizes the need for broad, inclusive participation in the planning, design, access to, and use of the digital media lab equipment and facilities this program requires. State-of-the-art digital technology is vital for scholarly projects across the humanities, social sciences, and natural sciences. Especially in times of scarce resources, all of these constituencies should be engaged in the future development of VU’s digital media resources.” Faculty members applauded the statement. Faculty members expressed their support for Council’s statement by applauding it.

Professor Koepnick, author of the CMAP proposal, thanked Dean Sloop and Senior Associate Dean for Graduate Education Vicki Greene for their support. In response to a question, he stated that the CMAP program is very willing to work with individual departments to work out plans of study for individual students. The timing of the CMAP course schedule is flexible, and the CMAP program should be able to accommodate the needs and demands of a student’s primary Ph.D. program. It is important, though, for the cohort of students to stay together over several years in order for them to take the CMAP course sequence at the same time. One important benefit for keeping the cohort together, Professor Koepnick explained, is that it will enable graduate students who intend to seek
academic jobs to collaborate with graduate students who intend to seek non-academic jobs for an extended time in mutually stimulating ways. Professor Koepnick also expressed concern about the fragmentation of efforts across campus to establish a digital media lab; a collaborative effort is needed to unify these initiatives, he said. The faculty then approved the joint Ph.D. and joint M.A. Comparative Media Analysis and Practice (CMAP) programs. Dean Sloop congratulated Professor Koepnick and his team for their hard work developing the CMAP proposal; it will [be sure to] inspire others to develop innovative and collaborative programs, he said.

C. Report of the Voting Rights subcommittee of Faculty Council. Professor Conklin explained that Council established an ad hoc subcommittee in October to consider whether and the extent to which faculty members who are primarily appointed to one department or interdisciplinary program may have voting rights in another department or program. Granting such voting rights to faculty members who are actively involved in a second department or program would recognize their participation and commitment. The Voting Rights subcommittee presented updates on their progress at several Council meetings, which initiated lively discussions. At the April Council meeting, the subcommittee proposed, and Council approved, a new category of secondary faculty appointment, “secondary appointments with limited voting rights.” Faculty members appointed to this new category would be able to vote on all matters before their secondary department or program with the exception of personnel matters. At present, there are three ways in which faculty members may be associated with departments and programs other than their primary department or program [(beyond those associations outlined in the Vanderbilt Faculty Manual, the A&S Rules and Procedures, and the A&S guidelines for promotion and reappointment)]: Affiliations, secondary appointments, and secondary appointments with teaching obligations, only the latter two of which are formally recognized by the A&S dean by/with a letter of appointment and noted in the Vanderbilt Registry. Professor Conklin thanked the three members of the Voting Rights subcommittee—Professors Ruth Rogaski (chair), Eva Harth, and Tiffany Patterson—for the enormous amount of energy, effort, and time they devoted to this topic.

Professor Rogaski explained that an important principle at Vanderbilt is that faculty members have voting rights on personnel matters only in the department or program of their primary appointment; voting on personnel issues is fundamentally linked to one’s tenure home. The Voting Rights subcommittee proposes to preserve this principle at present. The Vanderbilt Faculty Manual permits joint appointments, which allow[s] faculty members to vote on personnel issues in two different academic programs, but a joint appointment must be made at the time of a faculty member’s initial appointment to Vanderbilt. There is no provision in the Faculty Manual to make joint appointments after a faculty member’s initial appointment. Introducing such a provision into the Faculty Manual may be investigated by next year’s Faculty Council. Both she and Professor Conklin suggested that as Vanderbilt becomes more interdisciplinary, it is more likely that faculty members will engage with more than one academic program. Therefore, establishing some kind of mechanism whereby faculty members could gain personnel voting rights in other academic programs would make sense. Professor Rogaski further explained that, as a director of an interdisciplinary program, differences between the
various types of secondary appointment are unclear. The proposal presented by the Voting Rights subcommittee helps to clarify these faculty appointments and requests that the A&S Dean’s Office make the rights and responsibilities of these various associations as clear as possible.

Professor Conklin explained that the report of the Voting Rights subcommittee presents examples of the roles that faculty members might play within their secondary departments or programs (undergraduate adviser, graduate adviser, department meeting attendee, department committee member, and instructor). The specific roles of a faculty member being considered for this new category of secondary appointment should be clearly delineated in an explicit agreement between the faculty member and the department chair or program director of his/her secondary home. She noted that this new category of secondary appointment, like the other categories of secondary appointment, carries no financial obligations from Vanderbilt or the respective academic programs and has no tenure implications.

Several faculty members posed questions about the link between personnel voting rights and a faculty member’s tenure home and about the nature of joint appointments. In response to these questions, Dean Sloop explained that there are several reasons why voting rights on personnel matters are linked to a faculty member’s tenure home and why the Faculty Manual does not allow joint appointments after a faculty member has been initially appointed to Vanderbilt: Faculty members have personnel voting rights in their academic program of primary appointment because there is more at stake in the decision, they have more in common with each other [than with faculty members of other academic programs], and their scholarly expertise makes them well qualified to evaluate candidates. Further, if a department chair or program director requests a search to the dean for a faculty member in a particular field, the dean appoints someone to the position, and subsequently the faculty member seeks an appointment in a second academic program, the joint or second appointment might compromise the original purpose of the position. A faculty member might be doing double duty between two academic programs, which would not be fair either to the faculty member or to the academic program to which the faculty member was originally appointed. Budgeting issues might be problematic as well. Lastly, some Faculty Council members expressed concern at Council meetings last fall that granting personnel voting rights too easily might lead to abuses; department chairs could grant personnel voting rights to others in order to advance a particular agenda. Extending personnel voting rights to faculty members in their academic program of secondary appointment or permitting joint appointments after a faculty member’s initial appointment would require amending the Vanderbilt Faculty Manual and the A&S Rules and Procedures; a possibility that might be discussed next year across the Vanderbilt campus, as the other schools would have to be involved, at least as far as the Faculty Manual is concerned. He explained further that voting rights in A&S are not symmetrical: If a faculty member is primarily appointed to a department and then becomes an affiliated member of an interdisciplinary program, the faculty member is usually granted voting rights in the interdisciplinary program. The reverse is not true, however. This is one significant difference between department and programs in A&S, he said. Dean Sloop also stated that a faculty member may hold at the same time both a
secondary appointment with teaching obligations and a secondary appointment with limited voting rights. The current proposal would have no implications for staff appointments, as faculty members do not vote on staff appointments.

The new category of secondary appointment could be interpreted as either prospective or retrospective. Senior Associate Dean for Faculty Cindy Kam interpreted it as prospective—a faculty member and department chair or program director might agree that a faculty member, if appointed by the dean, will in the future have these rights and obligations in the faculty member’s secondary academic program. Dean Sloop interpreted it as retrospective—a faculty member could be appointed to this new category in recognition of past performance.

During the above discussion, two friendly amendments were adopted by the faculty:
1. The proposal should make it clear that persons appointed to this new category of secondary appointment, “secondary appointment with limited voting rights,” would not be permitted to vote on personnel matters of any kind—hiring, initial appointment and reappointment, tenure, and promotion; and 2. The word “extraordinary” be deleted from the proposal, due to its ambiguity.

Professor Conklin stated that this proposal recommends to the A&S dean that a new category of secondary appointment, “secondary appointment with limited voting rights,” be established and recommends to the A&S dean that the rights and responsibilities of the various categories of secondary appointment be as clear as possible. The faculty then approved the report of Faculty Council’s Voting Rights subcommittee, as amended.

4. Announcements from Dean Sloop and Senior Associate Dean Cindy Kam.

Dean Sloop stated that the Provost’s Office has requested that faculty members not use the official Vanderbilt logo and to not identify themselves as Vanderbilt professors on their independent blogs or websites. Further, faculty members as a courtesy should notify the Provost’s Office or the A&S Dean’s Office if they post controversial comments on their blogs or websites.

Dean Kam thanked Professor Laura Carpenter for serving three years as the director of the Program in Career Development (PCD). She then announced that Professor Shane Hutson has agreed to succeed her as the PCD director for the next three years. The faculty applauded Professors Carpenter and Hutson.

5. Announcement from Senior Associate Dean Karen Campbell.

Karen Campbell, Senior Associate Dean for Undergraduate Education, announced that both Associate Dean Russell McIntire and his wife Suzan McIntire will retire from Vanderbilt this summer. She said that Dean McIntire earned his Ph.D. in philosophy at Vanderbilt, taught at Lambuth College for 17 years, before returning to Vanderbilt in 1988. He became Associate Dean in 1997 and greatly enjoyed working with College
Scholars. His replacement will be announced at the May A&S Faculty Meeting, she said. The faculty applauded Dean McIntire.

6. Original Motion Calendar.

No issues were raised.

7. Good of the College.

No issues were raised.

8. Adjournment.

The meeting adjourned at 5:08 p.m.

Respectfully submitted,

Lesley Gill,
Secretary of the Faculty