Dean Lauren Benton called the meeting to order at 4:10 p.m. in Wilson Hall 103. Approximately 60 faculty members were in attendance.

1. Approval of the Minutes of the Faculty Meeting of January 26, 2016.

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

2. Conversation with George Hill, chief diversity officer and vice chancellor for equity, diversity, and inclusion.

Vice Chancellor George Hill, chief diversity officer and professor of molecular physiology, presented an update on Vanderbilt’s efforts to promote diversity, inclusion, and equity in terms of race, gender, sexual orientation, and intellectual points of view. He explained that the Vanderbilt community is trying to facilitate serious discussion and study of diversity and inclusion within Vanderbilt’s academic mission, and he suggested that the faculty of the College of Arts and Science, as the largest faculty in Vanderbilt, should be involved in this discussion. Chancellor Zeppos understands these issues to be of the utmost importance—he has said that Vanderbilt’s future success depends on addressing this challenge. Diversity and inclusion are critical, because, among other reasons, the diverse group significantly outperforms the group of the ‘best.’ Innovations are more likely to arise in a group or community with diverse perspectives and whose members look for solutions in different ways. Yet, he continued, many students who identify themselves as members of a minority group do not feel that they are accepted at Vanderbilt, as attested by the Hidden Dores movement. This movement began two years ago to highlight instances of the marginalization of minority students on campus. Subsequently, the movement has expanded its goals by calling for a campus-wide discussion of these issues and for structural changes at Vanderbilt. Specifically, the group has presented demands to hire more staff at the Psychological Counseling Center in order for students to have better access to care, to integrate issues of diversity in the academic curriculum, and to increase the percentage of minority faculty and staff at Vanderbilt. Other diversity challenges for A&S, he said, include the participation of minority students in STEM fields and the matriculation and graduation rates of minority students in graduate programs.

Vice Chancellor Hill explained that Vanderbilt has established priorities with regards to diversity and inclusion: To develop a timeline for progress; to establish a student advisory committee; to hold listening sessions; to meet national diversity experts on campus; to establish a mentor database; to develop a vice chancellor and deans report card; and to collaborate on the faculty climate survey (COACHE; see Dean Benton’s
comments below). Vanderbilt is beginning to address these priorities: Vanderbilt has appointed him as chief diversity officer; associate deans for equity, diversity and inclusion have been appointed in the Peabody and Engineering schools; and the provost has charged a faculty committee to recommend new university-wide courses designed to advance diversity and equity, chaired by C. André Christie-Mizell, associate professor of sociology. The new interdisciplinary, university-wide courses, designed for both undergraduate and graduate students, will cover topics related to diversity, equity, and inclusion; race and ethnicity; identity literacy; and/or cultural competency. Further, Vanderbilt has established a Center for Student Wellbeing and has appointed an assistant director for access and inclusion in the Psychological Counseling Center. In addition, the Chancellor has formed a Committee on Diversity, Inclusion and Community, co-chaired by Keivan Stassun, A&S senior associate dean for graduate education and research and professor of astronomy, and Beverly Moran, professor of law, which will present its report by July 1, 2016. The Diversity Committee has its own website, he noted: https://vanderbilt.edu/chancellor/facultyengagement/committees-diversity-inclusion-and-community/

The faculty thanked Vice Chancellor Hill for his information.

3. **Review of the Minutes of the Faculty Council meeting of January 12, 2016, pending approval of the Faculty Council.**

Professor Laura Carpenter, Secretary of the A&S Faculty Council, asked if there were any comments or questions about the Council Minutes or the Council-approved new and revised course descriptions; there were none.

4. **Executive Motion Calendar.**

A. From the Committee on Educational Programs: **Proposed Study Abroad Program, CASA Cuba.** Avery Dickins de Girón, executive director of the Center for Latin American Studies, stated that the proposed Cuba study abroad program is a semester long, direct credit program. The program is the first offering by a new consortium of Ivy-League+ universities, called the Consortium for Advanced Studies Abroad (CASA), of which Vanderbilt is a founding member. CASA is an alternative to the typical third party provider of study abroad programs, such as CIEE and CET, she continued. In response to a question, she explained that most of a student’s expenses to participate in the program would be paid through the student’s Vanderbilt tuition fees. The faculty then approved the CASA Cuba study abroad program.

B. From the A&S Faculty Council: **Proposed Reapportionment of A&S Representatives on the Faculty Senate.** Professor Carpenter explained that the Vanderbilt Faculty Senate is reapportioning its members this year according to the number of faculty members in each school. As a result of this reapportionment, A&S will lose one Faculty Senate position, starting in the 2016-17 academic year. Faculty Council has approved the proposal to transform one of A&S’ existing rotating representatives into a divisional representative, replacing one of the positions up for
election this spring. There were no comments or questions, and the **faculty approved the reapportionment proposal**.

5. **Original Motion Calendar.**

No issues were raised.

6. **Good of the College.**

Dean Benton urged faculty members to complete the COACHE campus climate survey (Collaborative on Academic Careers in Higher Education) and requested that department chairs remind their colleagues to complete it. Vanderbilt anticipates that the survey results will disclose valuable data, she said.

Dean Benton also explained that she has been collecting comments from faculty members about the Concur travel and reimbursement software program and Vanderbilt’s new travel agency, World Travel. She welcomed further comments about Concur and World Travel and stated that there will be an opportunity later this spring for the deans to discuss the faculty’s preferences and concerns regarding this matter. Dean Benton emphasized that faculty members are expected and required to book their Vanderbilt-related travel arrangements through Concur.

7. **Adjournment.**

The meeting adjourned at 5:00 p.m.

Respectfully submitted,

Robert A. Driskill,
A&S Secretary of the Faculty