

October 6, 2021

Dear Colleagues,

I want to start by congratulating my colleague the Rev. Canon James Turrell, Ph.D., on his installation as dean of the School of Theology last week. It was a wonderful service and a day of powerful lectures capped off by a celebratory dinner.

### **Vaccination Requirement Deadline**

The University has provided added time for employees and students to meet its [COVID-19 vaccination requirement](#). The Oct. 8 deadline (this Friday) for everyone to receive at least one shot of a two-shot regimen coincides with our final on-campus vaccination event. Those who have been waiting to see their physician in order to obtain medical information related to a medical exemption from vaccination may be given an extension to do so. Additionally, in some cases a physician may recommend that vaccination be delayed for medical reasons, and such a delay may also be allowed without the need for an administrative leave.

*Vaccination events will be held in Room 203 of the University Wellness Commons from noon-4 p.m. TODAY and FRIDAY, Oct. 8. You can also receive your flu shot at these clinics.*

### **Vaccination Information**

The Public Health Office and University Health Service are available to help answer your questions or concerns, and to help members of our community find vaccinations. In addition to Walgreens staff offering vaccinations on campus, you can find local vaccination sites nearby by using [vaccinefinder.org](http://vaccinefinder.org).

Remember that the University provides up to three paid hours for work time missed while receiving a COVID-19 vaccination, as well as one paid day off following the final shot to allow recovery time from any symptoms due to an immune response. See details on the [Human Resources website](#). As booster vaccinations become recommended and approved, we will update the policy such that employees will also receive paid time off to receive an additional shot.

Once you have been vaccinated, please enter your information into [our database](#). This is a HIPAA-compliant survey that requires the date you completed your vaccination series, Banner ID, and a photo of your CDC-issued vaccination record card. If you have trouble completing the survey or submitting your documentation, please contact [philip.loyd@sewanee.edu](mailto:philip.loyd@sewanee.edu).

### **COVID-19 Dashboard**

Keep track of our testing results and vaccination rates by visiting the University's [COVID-19 dashboard](#). The dashboard is being updated as data are available throughout the week. It is important that the data we display publicly are as accurate as possible, and we have seen dramatic increases in our reported vaccination rates over the past several weeks. ***If you are***

*vaccinated but have not yet done so, please upload a copy of your vaccination card to [vaccine.sewanee.edu](http://vaccine.sewanee.edu) as soon as possible.*

## **Cabinet News**

**Undergraduate Admissions:** The Office of Admission has gone through a labor-intensive process of identifying opportunities to expand our prospective student pool in order to meet our goals of improving both academic profile and underrepresented minority representation. Recruitment travel has returned in a slightly different form than in previous years. In addition to engaging our top feeder schools, Admission staff are targeting top high schools across the country to identify and recruit students who represent the diversity of our nation and show academic readiness for a Sewanee education. Campus visit attendance (32% increase over 2019) and applications (9.2% increase over 2020) are demonstrating positive trends.

**Diversity, Equity, and Inclusion:** Dr. Sibby Anderson-Thompkins recently attended the Chief Diversity Officer meeting of the Tennessee Independent Colleges and Universities Association (TICUA) in Nashville. There she heard about TICUA's "Advance, Collaborate, and Transform (ACT) for Equity" project. ACT for Equity seeks to provide member institutions with support and structure to 1) increase diverse representation on campus; 2) create inclusive campus environments; and 3) build equity on campus and graduate equity-minded leaders. The project will provide measures for our DEI journey. Sibby shared her short-term goals for the DEI office, including: Create one comprehensive website that includes a new/revised Commitment to Diversity Statement; articulate the mission, vision, and goals of the DEI office and departments; provide a strategic framework and define DEI terms for the campus community; and connect in a cohesive way the current DEI-related initiatives, committees, and affinity groups at Sewanee. Much of this work will be supported through a listening tour with affinity groups, sharing results from climate surveys, taking immediate action on "low-hanging fruit," and strategic planning.

**Welcome Debbie Vaughn:** The Cabinet welcomed its newest member on Monday. Deborah Vaughn is our new vice president for University Relations, succeeding Jay Fisher. Debbie brings to Sewanee a wealth of university development and alumni relations experience. She came to us from Augusta University, where she served as vice president for philanthropy and alumni engagement, leading the university to reach record levels of giving, donor engagement, and alumni participation, and positioning the university for campaign readiness. Prior to joining Augusta, Debbie served in advancement and development offices and alumni relations at the University of Alabama, the University of Mississippi, Vanderbilt University, and Mississippi State University. In addition, Debbie knows and appreciates Sewanee as a parent of a C'20 graduate.

**Jay Fisher** is now serving in his new role as special assistant to the vice-chancellor. Jay will assist Debbie in her transition and will support planning for the University's next capital campaign. He will play an essential role in nurturing existing relationships with University alumni and friends, and helping to foster new ones between constituents and the vice-chancellor and Debbie. He will continue his service as secretary of the University and will support a variety of special projects as assigned by the vice-chancellor and the Board of Regents. Jay also will continue his service as secretary to the Board of Trustees.

## **Other University News**

**Sewanee Governance 101:** The Boards of Trustees and Regents are meeting this week. Our board structure is unusual among higher education institutions, and can be confusing. Here's a bit of a primer.

The [Board of Trustees](#) (BoT) is the very large board (more than 140 members) that usually meets once per year. It comprises four members from each of the 28 owning dioceses (bishop, presbyter, two lay persons) as well as alumni, staff, faculty, and student Trustees. As the number of dioceses grew from the original 10 in 1858, the number of members of this board has grown. The chancellor (currently the Rt. Rev. Robert S. Skirving) chairs the Board of Trustees. As crazy as it may sound, the BoT is adding members in order to diversify its membership from outside the owning dioceses. The BoT elects the chancellor, vice-chancellor, and chaplain. It is the only body that may convey and transfer lands. It approves plans for growth and development, and strategic plans. The BoT is meeting today and tomorrow.

The BoT became so large that it chose to designate a Board of Regents (BoR), which is elected or confirmed by the Trustees and delegated particular responsibilities. The 24-member BoR serves as the executive body of the University. As a matter of practice, the BoR approves annual budgets, audits, tuition and fees for the College and School of Theology, building projects, issuance of bonds, endowment management, and endowment draws. The BoR has its own chair, currently Reid Funston, C'86. The BoR meets at least three times a year, and is meeting this Friday.

The relationship between the BoT and the BoR is analogous to the relationship between corporate shareholders and a corporate board of directors. At the annual meeting, the Trustees represent by proxy the "shareholders" of the University—members of the owning dioceses, the Associated Alumni, faculty, staff, students, and other constituencies as permitted by the University's Constitution. The Board of Regents, elected by the Trustees, acts as the Board of Directors.

**Names and Places Committee:** Vice-Chancellor Brigety and Board of Regents Chair Reid Funston have announced the formation of an ad hoc committee authorized by the University's Board of Regents to consider the names and stories behind buildings, monuments, and places on the Domain. [Read the letter to campus.](#)

The work of the [Names and Places Committee](#) will support the Regents' plan for [evaluating the University's past ties to the Confederacy](#). The committee, made up of faculty, staff, students, alumni, and community members, will identify naming principles and practices and ensure that there is an appropriate balance between the contributions of the namesakes and the values of the University. The committee has a goal of providing a naming framework and recommendations to the Board of Regents next summer.

[Read a message from the committee co-chairs and see the membership of the committee.](#)

Sincerely,

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