



Meeting Minutes; Tuesday, April 14, 2015 McGugin Center, Team Room

Present

Ahler, Melissa
 Bonner, Stacey
 Boyce, Kim
 Brady, Al
 Brassil, John
 Brown, Kenneth
 Burnett, Karen
 Carlson, Robin
 Clark, Maura
 Crimi, Cathy
 Darling, Shelley
 Dixon, Michele
 Engstrom, Steven
 Hamilton, David
 Harrell, Rachel
 Henderson, Eugene
 Jeter, Wynn
 Johnson, Faye
 Johnson, Judy
 Jones, Eric
 Kovash, Michelle
 Lassiter, Lynn
 Latham, Vickie
 Loudon, Jeff
 McChesney, Bailey Garrett
 Moore, Stacey
 Murphy, Lori
 Nelsen, Scott

Parkinson, Kyle
 Pulcini, Ally
 Ramos-Lewis, Andrea
 Reynolds, Dana
 Richter, Andy
 Riddle, Dawn
 Roberts, Janet
 Robinson-Wright, Monique
 Siegel, Charlotte
 Smith, Susie
 Sridaromont, Melissa
 Street, JJ
 Teaford, Jeremy
 Weisbrodt, Cathy
 Williams, Anthony
 Woche, Melissa

Did Not Attend

Armstead, Ally
 Bailey, Christina
 Boshers, Chris
 Boyd, Barbara
 Choate, Corey
 Dean, Mary Ann
 Dumas, Lydia
 Ely, Courtney
 Foutch, Leslie
 Hammonds, Deborah
 King, Amanda

Kissinger, Lauren
 Lester, Frank
 Martindale, Allie
 McKinney, Rhonda
 Miller, Jean
 Nightengale, Cynthia
 Nodini, Sylvia
 O'Hara, Mark
 Pepper, Ronnie
 Pickert, Donald
 Poynter, Lisa
 Rager, Dottie
 Rose, Susan
 Sanchez, Monica
 Schmittou, Lorna
 Seezen, Karen
 Smith, Jennifer
 Smith-Borne, Joell
 Soren, Carol
 Uson, Rae
 Wall, Anne
 White, Lolita
 Williams, Dustin
 Williams, Tara

Wilson, Jonathan
 Young, Deirdre

Sent Regrets

Carney, Kathy
 Deike, Jan
 Furlong, Kara
 Gilpin, Pamela
 Hammock, Patrick
 Pring, Michael
 Rider, Jill
 Sauer, Matt
 Shepherd, Justin
 Stanard, Ray
 Stokes, Kiley
 Thomas, Anna
 Wilson, Cliff

Guest/Visitors:

Grant, Deb (HR)
 Heaton, Ashley (Global Education Office)
 Mason, Derek (Athletics)
 Redd, Matthew (Commencement)
 Thomson, Jaclyn (HR)

8:32 am President, Michelle Kovash, called the meeting to order.

OLD & NEW BUSINESS ANNOUNCEMENTS

Motion to approve March meeting minutes approved.

COMMITTEE REPORTS

Staff Life, Andy Richter

- **Member of the Month** is from the Staff Life committee: Monica Sanchez!
- The CARE event went well and was well-attended. We discussed building trust. The video is posted on our webpage: <http://www.vanderbilt.edu/usac/care/>. Please share this with your teams.
- *Retirement Proposal*: Overview - This has been in the works for about five years. We want to increase the value of staff both now and after retirement. Over the last several years, various folks have submitted questions about this. We are grateful for our 403b plan, but we are concerned about benefits beyond it. There is currently no formal opportunity to continue a relationship with Vanderbilt. Our peer institutions such as Duke and Johns Hopkins have a formal program. This would help us grow goodwill and increase community awareness. In 2013, we had 221 retirees, 199 in 2014. Benefits could include productivity and loyalty of current employees who will look forward to being

rewarded, along with continued contributions from retired staff and goodwill ambassadors. Recommendations include celebrating retirees, communicating regularly with retirees, and developing an auxiliary board.

Questions

- *Would the insurance bit be a bridge plan?* No, we're just asking for connections to the Affordable Care Act.
- *The auxiliary board, how would it be maintained?* There aren't a lot of details here. We are just trying to put forward big ideas that can be fleshed out by people who would implement it. We are trying to get change in creative ways. It might be a volunteer group like USAC.

We voted to approve the first reading, we will move to a second reading.

Membership, Michelle Kovash for Jill Rider

- We are down to one co-chair because Anna had her baby!
- Spring group elections are on the way for odd groups. Current reps do need to nominate themselves if they want to be reelected. We will welcome new members in June and their term will start in July.
- Happy birthday to April babies!

Events, Michelle Kovash for Michael Pring and Wynn Jeter

- Our happy hour will be from 4-6pm at the Sarratt Pub on April 28th. Dining services pointed out that we have a limit of 50 people, but come and go as you please. We will have free popcorn with food and drink for purchase.
- A professional development event will be held in May.

Communications, Michelle Kovash for Kara Furlong

- Our newsletter comes out in June 2015. We will use that as our meeting report for that month. We will highlight members and our year.
- Some of you might have noticed that the group lists were not working. They have been fixed now.

Rules and Administration, JJ Street

Nothing to report

STANDING COMMITTEES

- *Benefits*: John Brassil: Last night, retirement money was moved from old retirement accounts to the new ones. The process of breaking it down into individual accounts will take about two weeks: target of April 26/27th. Everything went smoothly so far. Online and phone access to add beneficiaries, change amounts, etc. is now active.
- *Traffic and Parking*: Nothing to report.
- *Athletics*: Nothing to report.

Kroger card program update: We've raised \$6,305.86 from 304 households so far this fiscal year. Please talk to a coworker in the next few days about this program. All the steps on what to do have been in the meeting reports. Administration has also been pushing this. Eric Jones has been working on this before this program started and we are excited to see how this program grows.

GUEST: Matthew Redd, Commencement Office

We know you are an engaged group so we try to make it every year. We are here to tell you about Commencement and make a plan for help. There are many volunteer aspects.

Key dates:

April 20th: set up begins

April 28th: The PARTY volunteer meeting

April 29th: Senior Day and Commencement volunteer meeting

May 6th: Commons Open Houses at 8pm, the PARTY at 9pm

May 7th: Senior Day Speaker at 11am, faculty seminars at 2:00pm and 3:15pm

Senior Day is actually open to anyone if you are able to come last minute.

May 8th: Commencement at 9am

Facts: We give out actual diplomas at the ceremony if all degree requirements are completed. The chancellor is the only person to speak at the ceremony. We use 29,800 chairs across campus!

Highlights: We've upgraded the stage, added more chairs, and enhanced the student card system.

We need you!

We train you and provide a professional look (gold polo) and support materials. There will be social media ambassadors, partnership with University ushers, and volunteers at the Commencement Day Hospitality tent. Our gift this year is a cooler. Sign up by going to the [commencement website](#). We still need help for Commencement Day and the PARTY.

GUEST SPEAKER: Derek Mason, Head Football Coach

Thank you for what you do for the University.

Update on program

- *Thoughts on 2014 season:* We went through some adversity. 3-9: We aren't exactly where we want to be. I got here with a short recruitment period. There were some things I missed, such as the relationship with the players. We didn't have time to get to know them.
- Student athletes don't care how much you know they care how much you care. Good teams are built on trust.
- The first game was delayed and we experienced some highs/lows. We have to get back to work. We have good leaders but they need to be people that others want to follow.

- I made some changes.
 - I try to judge less and love more.
 - I evaluated the season and our staff, do our coaches fit?
 - I took over the defense.
 - I told our young men to be accountable.
- *Spring practice*: We had 15. We had 14 competitive practices. We didn't play well in the spring game.
- *Player evaluation*: academics, athletics, personal life and moving forward. Each player gets 20 minutes with me and other coaches, academics, etc.

New hires

- *Andy Ludwig* is the Offensive Coordinator; he's extremely dedicated.
- *Cortez Hankton* is Wide Receivers coach. He's from New Orleans and very talented.
- *Marc Mattioli* is Safeties coach. Mark was at Stanford with Coach Mason.
- *James Dobson* is Director of Football Strength and Conditioning. He's changing what we do here- our student athletes have microchips in their jerseys to allow them to measure contact and practice more efficiently. Our practices are fast, down from 2:15 to 1:45.
- *Al Smith* is Director of Player Development. He played for the Titans and transitioned in player development with them.

There are two types of people: limited (those who stay in the box and can be put in a box) and limitless. Young people come here to be great. **If you want to be limitless you don't just look at problems; you have to be an eraser, a fixer.**

We are building a foundation and now starting to grow. We're addressing the needs of student athletes. Our last two recruiting classes have high GPAs and are very talented, they can grow. We have to grow them the right way. We don't shortcut anything.

Our kids had no experience, just school. Playing sports doesn't always correlate into the business culture. We put an *internship program* in place for the summer. That's been implemented throughout the Athletics Department.

Academics

- Our student athletes didn't have a relationship with their professors. We changed their schedule. We set aside a block in the morning of 3.5 hours for lifting and practice.
- We taught them how to manage their time.
- A lot of them do not know the most simple tasks, like writing a check. We have to be teachers and mentors.
- Academic game plan: our coaches take responsibility, too. Players meet for 20 minutes per week to discuss tests, quizzes, etc. and personal things to keep them on track. This helps decrease stress and maximize performance.

Player development program

- 85% of all professional athletes are broke within three years of playing their sport.
- You can't collect NFL pension until you are 55.
- You have to improve your brand and tap into your network. There is something bigger than the sport. The sport is limited, but the degree is not. We have to get our young people to think about what is important. How can I be great every day for as long as I can? Football is what you do, not who you are. You have to be intentional about what you are working toward.
- I am measured by wins and losses, by parents and by a higher power.
- **R.E.S.P.E.C.T.:** Respond to Every Situation with Passion extreme Effort, be Committed and do it Today.

Questions

What's your biggest challenge?

Getting these young men to find confidence early, based on what they have done. We have to be excellent all of the time. The best team wins, not the most talented. Our team concept has to be better. Other teams have more talent, but our collective ability is most important.

Our next meeting will be Tuesday, May 12th in the Student Life Center Board of Trust room. Our guest speaker will be Melanie Moran, who is the Associate Director of News and Communications. Remember to sign up for Commencement volunteering!

Meeting is adjourned at 9:40am.

For more information about the council, please visit the [USAC website](#).