



Meeting Minutes; Tuesday, January 13, 2015 Student Life Center, BOT Room

Present

Bailey, Christina	Martindale, Allie
Bonner, Stacey	McChesney, Bailey Garrett
Boyd, Barbara	McKinney, Rhonda
Brady, Al	Miller, Jean
Brassil, John	Morgan, Rachel
Burnett, Karen	Murphy, Lori
Carlson, Robin	Parkinson, Kyle
Choate, Corey	Pepper, Ronnie
Clark, Maura	Pickert, Donald
Crimi, Cathy	Poynter, Lisa
Darling, Shelley	Pring, Michael
Deike, Jan	Pulcini, Ally
Dixon, Michele	Ramos-Lewis, Andrea
Dumas, Lydia	Reynolds, Dana
Ely, Courtney	Richter, Andy
Foutch, Leslie	Riddle, Dawn
Furlong, Kara	Roberts, Janet
Hammock, Patrick	Rose, Susan
Hammonds, Deborah	Schmittou, Lorna
Harrell, Rachel	Seezen, Karen
Henderson, Eugene	Shepherd, Justin
Johnson, Faye	Smith, Susie
Johnson, Judy	Smith-Borne, Joell
Jones, Eric	Soren, Carol
King, Amanda	Stanard, Ray
Kissinger, Lauren	Street, JJ
Kovash, Michelle	Teaford, Jeremy
Lassiter, Lynn	Thomas, Anna
Latham, Vickie	Weisbrodt, Cathy
Lester, Frank	White, Lolita
Loudon, Jeff	Williams, Anthony

Wocher, Melissa
Young, Deirdre

Did Not Attend

Armstead, Ally
Boshers, Chris
Boyce, Kim
Brown, Kenneth
Dean, Mary Ann
Engstrom, Steven
Gilpin, Pamela
Grimes, Jesse
Hamilton, David
Jeter, Wynn
Nightengale, Cynthia
Nodini, Sylvia
Piatt, Beverly
Rager, Dottie
Sanchez, Monica
Sauer, Matt
Smith, Jennifer
Sridaromont, Melissa
Uson, Rae
Wall, Anne
Wilson, Jonathan

Sent Regrets

Ahler, Melissa
Carney, Kathy
Moore, Stacey
Nelsen, Scott
O'Hara, Mark
Rider, Jill
Siegel, Charlotte
Stokes, Kiley
Williams, Dustin
Williams, Tara
Wilson, Cliff

Guest/Visitors:

Heaton, Ashley
Lockett, Midori (HR)
Napier, Alan (HR)
Schichtel, Leslie (VUIT)
Sundar, Kara (VUIT)
Thomson, Jaclyn (HR)
Wente, Susan (Provost, Speaker)

8:31 am President, Michelle Kovash, called the meeting to order.

OLD & NEW BUSINESS ANNOUNCEMENTS

Motion to approve December meeting minutes approved.

Kroger card program success

Since we've switched to linking to the Kroger Plus card, we have had 151 households sign up and in the first quarter alone, **\$2,859** has been given to the program.

Elf Program/VU Clothes Closet

In our last meeting, we raised \$189 for the Elf Program. The program had a total of \$6,500 raised in gift cards. We had 18 huge garbage bags full of clothes for the Clothes Closet. Thanks to all who donated for one or both.

Welcome new members.

COMMITTEE REPORTS

Rules and Administration, JJ Street

- Third reading of revisions to the bylaws. (*Please see Meeting Minutes from November for full text.*) We will be removing four gender-specific pronouns. Changes to the bylaws are approved and will be made official on our website.
- Changes to the Operations Plan and Bylaws will be happening in the spring. Email JJ at jj.street@vanderbilt if you have any suggestions.

Membership, Anna Thomas

- We wrapped up an off cycle for Group 3 and have new members in Group 16 and Group 18.
- **The member of the month is Melissa Ahler.** She's been instrumental in updating the roster on the website.

Events, Michael Pring

- We've had two events over the past month, the Turkey Toss (thanks to all volunteers to staffing the table and registering Kroger cards) and the Blood Drive. Our goal was 50 units of blood. We're not sure if we won the challenge or not. For our food drive we did collect food but do not know the results yet.
- **Upcoming events:** The Share the Love food drive for Second Harvest will be in February. Another professional development headshots/LinkedIn event will be happening in March.

Staff Life, Al Brady and Andy Richter

- Thanks for sharing feedback in the staff poll.
- The next CARE event is coming in March.
- We had our second and final reading for the all gender restroom recommendation. The recommendation has been approved and will be passed on to administration.

Communications, Nothing to report

STANDING COMMITTEES

- *Benefits*: Meeting yesterday. The updates are coming out in VU Today.
- *Traffic and Parking*: Nothing to report.
- *Athletics*: Nothing to report.

Guests: Kara Sundar and Leslie Schichtel, Vanderbilt IT

- IT Customer Satisfaction Survey
 - This is our first ever fac/staff customer satisfaction survey, but it will be annual.
 - We want to encourage all of you to share the survey.
 - Deadline is January 31, 2015.
 - We want to know how we are doing and how we can improve.

Guest speaker: Susan Wente, Provost

One Vanderbilt idea. I am the first provost who played a role in the School of Medicine.

Will be focusing on 8 schools and colleges out of 10 (excludes Nursing and Medicine).

Example of scope: In Fall 2014, 37% of our students are enrolled in A&S and 20% of our students are enrolled in the graduate school.

Faculty numbers closely parallel those of the students, but 47% of faculty are in VUMC versus only 12% of students, and there is no faculty in the graduate school (they are appointed by schools).

First six months:

I have been meeting with the team, discussing vision and shared governance.

Listening tour includes fac, students, staff, alumni, board trustees.

Embody the goals of the Strategic Plan.

It's been 12 years since we've done strategic planning so there wasn't really a team in place to implement it.

The Provost Office needs capacity and bandwidth to handle VUMC split, too.

Reorganization included appointing John Geer Vice Provost for Academic & Strategic Affairs

Searches underway for the Dean of College of A&S, Dean of Graduate School, Vice Provost for Research, Library leadership, and Dean of the Ingram Commons.

Our strategy and priorities: We can jump in right now and make change.

1. To provide intellectually rich and diverse campus learning community that educates the whole person and cultivates lifelong learning

2. To expand research and teaching collaborations across disciplines to solve critical problems and embrace discovery and learning.
3. To harness our strengths in all disciplines to address pressing health and healthcare issues.
4. To transfer education models through technology and research

Phases of Strategic Planning: We are developing a robust communications plan as we go through the phases.

Vision (first year, engaging university, identifying strengths and challenges, articulate aspirations)

Actions (activate faculty, staff, and students; set priorities; launch initiatives; ID resources)

Impact (measure progress, adjust and refine action, re-engage vision)

Faculty committees have been formed to work on initiatives.

Staff Advisory group formed also with an open-ended charge.

- Will serve as sounding board
- Flag potential challenges
- Drafting implementation recommendations (cross-college teaching)

Trans-institutional programs

- *Goals:* Advance One Vanderbilt, address problems and questions that are ambitious, innovative and inspiring
- *Call for proposals:* Vanderbilt Initiative Awards(ViA)- incubator phases; Vanderbilt Re-investment Awards- commitments to successful ViA programs, or existing TIPs.
 - 100+ pre-proposals submitted for December 2014 deadline

Chancellor's faculty fellows

- When we recruit someone, we give them resources to succeed and want to keep them here, but then once they get tenure their research accounts have often been exhausted.
- Commitment to invest in outstanding junior faculty and keep them here
- Designed to ensure scholarly success
- Fellows will meet regularly to build broader intellectual community, foster trans-institutional collaborations
- \$40,000 over two years
- *Nominations:* over 60 were nominated.

Looking ahead

- Vanderbilt Visions to introduce the Immersion Experience
- TIPs may leverage College Halls, drawing more faculty to residences
- Student interactions in the Immersion Center will draw students to innovation environments
- Engineering and Science building opens Summer 2016

College Halls Expansion

Warren and Moore just opened
Planning for next phases in the works

Restructuring: VUMC and VU Split

- Organization of VUMC-associated functions in a new structure
 - Faculty and students will still be working together
 - Position VUMC to be nimble in the healthcare environment, also help VU be more nimble and quickly address problems/challenges in higher education
 - We have opportunity to get this right (affiliation agreement)
 - Education and basic sciences stay at VU
- Provost Team Management
 - Tim McNamara, John Geer, Cynthia Cyrus
- Vanderbilt's values and visions
 - Offer outstanding educational experience and undertake world-class research; want to guarantee two goals are mutually reinforcing
- The Vanderbilt Way
 - Discovery and Learning
 - Drive by our values, vision, strengths and strategy

Questions:

When will the Dean of the Commons be here?

By the fall semester. The applications are already in and being reviewed.

When we become separate entities: will benefits change?

No, you shouldn't notice any changes when the switch is flipped. There will need to be administrative changes for legal and fiduciary reasons.

Regarding us losing faculty, is the reason lack of research dollars?

Several reasons. Tenured professors are attractive to our peers. Assistant professors are more risky.

Are there programs in the works to retain quality staff?

You have to have competitive pay and job architectures. I look to HR for that. Career development programs are also important to make people feel more a part of the organization. We always have work to do in these areas. Any ideas this group has would be listened to very seriously.

How would you rate overall organizational communication effectiveness 1-10?

Overall, this is hard because there are probably some areas where we are doing a great job and others where we are doing a horrible job. So I might say a 5. I know I've been trying to develop more mechanisms to communicate. A new e-newsletter will be coming out from the Provost with a tentative title of *The Open 'Dore (...to the Provost Office)*. This will have new information and also summarize information that comes out from multiple sources like myVU. We are a large organization and that makes communication challenging. We have to rely upon you also to communicate out.

Staff aren't mentioned in the five-year rule. How are you working on pairing up staff with faculty on committees?

Staff aren't excluded, and are included where appropriate. We can bring in recommendations from the Staff Advisory Group.

Michelle: We have two reps that are on it, Melissa and Rachel. They have met three times.

What changes are you most excited about and what changes make you nervous?

I am excited about everything we're doing to move Vanderbilt forward. That which is not done being planned does make anyone nervous. We need to get the restructuring right, so it is something I think about.

Thank you for listening to me today and for what you do for Vanderbilt.

Our next meeting will be February 10th in the McGugin Center, team room. Traci Nordberg will be speaking about a report and the job architecture initiative.

Meeting adjourned at 10:00am.

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