

# UNIVERSITY STAFF ADVISORY COUNCIL

March 10, 2009 - Meeting Minutes

**Date:** March 10, 2009

**Time:** 8:30 AM

**Place:** The Commons, Multipurpose Room 237

## **Attendees:**

Stan Amos, Becky Atack, Diane Banks, Harriett Boglin, John Brassil, Vickie Cage, Mary Clark Webb, Mindy Craven, Chris Cribbs, Karen Daniel, Michele Dixon, Felicia Dotson, Daniel Dubois, Kristy Fisher, Keith Franklin, Jodie Gambill, Janiece Harrison, Shirley Hiltz, Stacy Hockett, Nancy Holcroft, Vivienne Irizarry, Nancy Jackson, Faye Johnson, Stacy Johnson, Sue King, Kristin Koval, Vickie Latham, Christina Lockhart, Carla Mahlberg, Chris Marshall, Kenny Moore, Chuck Owen, JoAnn Patterson, Donald Pickert, Kit Potter, Don Pruitt, Kathy Rhodes, Andy Richter, Sandra Robinson, Brenda Sheldon, Mike Smeltzer, Carol Soren, Olivia Soxayachanh, Ray Stanard, Todd Suttles, Molly Thompson, Carlos Trenary, Nyla Villager, Bryon Walker, Andrea Wall, Katie Watts, Mary Clark Webb, Jimmy Webb, Luci Whatley, Cliff Wilson

## **Regrets:**

Terri Armstrong, Bill Bailey, Alison Bush, Matthew Clement, Mary Clissold, Mary Ann Dean, Sheri DiGiovanna, Marcia Dillard, Shawn Fagan, Joe Fisher, Sterling Frierson, Robin Guest, Sharone Hall, Jason Hunt, John Jackson, David Jewell, Brandy Kahlig, Stacey Kendrick, Julie Martin, Cheryl McClure, Jason McGrath, Brenda McKee, Camilla Meek, Stacy Nunnally, Ann Marie Owens, Ronnie Pepper, Dylan Reed, Karen Seezen, Guy Shepperd, Cindy Steine, Dan Steward, JJ Street, Courtney Taylor, Phillip Tucker, Lolita White, Sue Widmer, Michelle Wyatt

## **Special Guests:**

Jane Bruce, Sue Erickson, Connie Dowell, Cliff Joyner, Stephanie McNeal-Goddard

## **I. Call to Order**

Vice President Diane Banks called the meeting to order and welcomed visitors.

## **II. Approval of the Minutes from the February 10, 2009 USAC Meeting**

A motion to approve was called, seconded and unanimously approved.

## **III. Committee Reports**

### ***Membership:***

Chair, Andy Richter introduced a newer member, Kenny Moore. He has been on the council a few months from Group 11 and this (The Commons) is his space. They are also in the process of filling the vacant position in Group 16. We have also done preliminary work on the election that is coming up in May. It will be the odd number groups that will be up for election. If anyone is interested in joining they are to speak to someone on the Membership Committee.

**Communication:**

Chair, Kristin Koval –We have not had a meeting from the last session. Our listservs did migrate to the new listservs except for a few bugs and they are being fixed. If anyone has any questions, let us know.

**Events:**

Chair, Faye Johnson announced that USAC will be having a Bake Sale on April 16<sup>th</sup>. She asked Andrea Wall to report on more of the specifics in regard to the bake sale. She has a signup sheet for those who would be interested in volunteering for a time to work the bake sale for one-hour increments. The bake sale will be from 10 a.m. to 2 p.m. at the Promenade and on the terrace at Rand Hall. She handed out flyers to be placed around campus and if you need more, please let them know. They are asking for the following and they would appreciate any donations from USAC members as well as any university staff member: Cookies, cakes, pies, muffins, rice-krispie treats, cupcakes, pastries, brownies, pretzels, sugar/fat free items.

Please bring your donation wrapped or bagged in individual bags (for example, cookies 2 or 4 to a bag depending on the size of the item). Cakes & pies were really big sellers during our last bake sale. Also, please mark anything that might have peanuts for those with allergies. We will price the donations upon arrival at Rand. You may drop your donations off to Faye Johnson or Phyllis Garner at the Law School or to Andrea Wall at 310 Sarratt the day before. You may also bring your donated items to the bake sale tables at the Rand Promenade/Terrace on that day – April 16<sup>th</sup>. You do not have to mark the prices, the committee will do that.

**Staff Life:**

Chair, Daniel Dubois – Spots for the USAC Habitat for Humanity house build are going quickly! Sign up before Monday, March 16<sup>th</sup> to ensure that you have a spot helping build a house for a Vanderbilt Family. After the 16<sup>th</sup>, any remaining spots will be opened up to USAC constituents and the Medical Center SAC. The build dates are April 18<sup>th</sup>, 19<sup>th</sup> and May 2<sup>nd</sup>, 3<sup>rd</sup>. The build is in northeast Nashville off Brick Church Pike and Briley Parkway. Our build dates correspond to the activities of build days 1, 2, 5, and 6. We will only have 120 slots cap. Each day will have different things that will need to be done. To reserve your spot, email [Karen.daniel@owen.vanderbilt.edu](mailto:Karen.daniel@owen.vanderbilt.edu) with the date or dates you would like to participate with your office number and cell number. You must be able to commit to a full day of work (7:00-4:30) Once you have signed up an information packet will be sent to you detailing the location of the build, what to bring, and safety instructions. If you have any questions contact Daniel Dubois at 322-4589 or [danield.dubuois@vanderbilt.edu](mailto:danield.dubuois@vanderbilt.edu). I am really excited about this and it is nice to get out of the Vanderbilt area and do something for the community. If someone would like to participate by donating bottled water, that would be very much appreciated and you can bring the cases of water to my office, Suite 815, Baker Building. Thank you.

**Rules and Administration:**

No committee members in attendance for report.

**Medical Center Staff Advisory:**

Diane reported that this meeting was in a different venue. People were so excited and the officers had been on a retreat and had various new ideas.

## **Standing Committees**

### ***Benefits:***

Andy Richter met yesterday and they are very close on approving the recommendation to submit to Vanderbilt administration for consideration. We got a green light from the committee to go forward and look for vendors for Identify Theft Protection. Once this has been approved and submitted to administration for consideration and administration approves, this will be a voluntary employee paid benefit.

### ***Traffic and Parking:***

Cliff Wilson reported that the Baseball bleacher construction is complete. Jess Neely Drive is now a one-way street and does have a few paid parking spots there. The car counting system at Wesley Place garage had some trouble with the micro chips and has since been fixed and is working correctly. After monitoring this system, there is a possible plan to add this system to the 25<sup>th</sup> Avenue garage. The crosswalks at the Law School and 21st Avenue have added bollards and have an enhanced police presence which has increased the safety of pedestrians. Since the construction is complete at The Commons, the contracted rental space at Chet Akins garage will be eliminated July 1, 2009. If you have been parking there, you will need to have a Zone 1 parking permit to park there after that date.

## **New Business**

With Jason Hunt's absence from the meeting as well as no one from Rules and Administration, we were unable to present two resolutions to the Council for a vote. These resolutions will formalize our annual awards process that began last year.

Note: Jason Hunt has since provided a link to vote on the resolutions. He will announce the results after voting has concluded and we can begin the nomination process, should the votes be in the affirmative. The following are the resolutions for consideration:

### ***USAC Service Recognition Awards***

*The Service Recognition Awards recognize USAC officers for their leadership, dedication and service to Vanderbilt University. The President, Secretary and Treasurer will receive the awards. Awards will be presented by the USAC Vice President at the June USAC general meeting. If a position is vacant as of April 1<sup>st</sup>, no award will be given.*

### ***Karen L. A. Dolan Spirit Award***

*The Karen L.A. Dolan Spirit Award recognizes a USAC member for his or her stewardship, devotion and service to the Vanderbilt University Staff Advisory Council. This person embodies Karen Dolan's passion for assisting her Vanderbilt family. Nominations for this award will be solicited from the USAC membership. Nominations are due annually on April 1<sup>st</sup>. The award winner will be selected by the USAC Executive Committee by a simple majority vote at the May Executive Committee meeting. The award winner will be recognized at the June USAC general meeting. Send nominations via email to the USAC Vice President.*

Todd Suttles, Assistant Direct of Youth Programs and Fitness at Campus Recreation announced they will be having signups for Summer Camp. Registration begins **April 1, 2009**. Our camp accommodates up to 140 participants. CampVandy offers 10 weeks of excitement and fun that is tailored for children 5-12 years of age. Campers may be registered for the whole 10 weeks, or

pick certain weeks. Space is limited, so register early! He handed out flyers and if you have any questions, please email [todd.suttles@vanderbilt.edu](mailto:todd.suttles@vanderbilt.edu) or call him at 343-8185. For more information, visit the website at: <http://www.vanderbilt.edu/campusrecreation/youth/info.html>

Q – Are you taking teenage volunteers?

A – At this time, we are discussing this possibility. Please send me an email with the name and contact information of those individuals that would be interested in volunteering and we will contact them, if we choose to have teenage volunteers.

### **Speakers:**

Sue Erickson, a staff member from the Library introduced our first speaker.

**Connie Vinita Dowell** – Dean of Libraries. She stated that this was her second week on the job at Vanderbilt University and her first opportunity of speaking to a group on the Vanderbilt Campus and she could not be more pleased. She stated she is the first Library Dean, the first woman dean and like many of you, I am an Alumnus from Vanderbilt University. She gave a little bit of background about herself. Several years back, she had served on the Central and Science Reference boards at Vanderbilt. She had also work on the staff level in various universities in the libraries and that is a very good start for anyone who goes into administration. It is such an honor to be here.

She announced that today, Vanderbilt University will be initiating a campus-wide survey to assess the quality of service provided by the Vanderbilt library. All Vanderbilt staff and faculty are encouraged to participate and we want all here today to encourage fellow faculty, staff and students to participate. The survey will be available through the end of March. I encourage you to add any and all comments. I will be reading each and every comment. If you include your e-mail address in your survey response, you'll be entered in a drawing for several prizes. This survey is the start of a 1 to 2-year planning process for the library system. This is being done around 100 university libraries around the world. The library staff and I are very enthusiastic and we have the opportunity to listen. We have placed some literature on the tables regarding the survey and the planning process.

Q – Are you going to have an area that faculty can go regarding the copyright regulations?

A – There are quite foggy regulations around copyright and librarians are more concerned than others. I am going to turn to Sue Erickson to address this further. Sue stated that Jimmy Webb is quite versed in these regulations. Jimmy stated that for those who had questions regarding copyright regulations, please visit <http://www.library.vanderbilt.edu/copyright> or contact [jimmy.n.webb@vanderbilt.edu](mailto:jimmy.n.webb@vanderbilt.edu) or [marymae.l.jansson@vanderbilt.edu](mailto:marymae.l.jansson@vanderbilt.edu) for information.

Q – Is the email going out to everybody today?

A – This will be going out today from the Provost's office to all University Central (faculty, staff and graduate students).

Q – Is this an evaluation in regard to the Heard Library?

A – It is actually all our libraries. There will be a cover page that you will identify the library you use the most but you can add in the comments, all the libraries that you use and any information

that would be beneficial to evaluating the services at any specific library or all libraries within Vanderbilt.

We are hoping for a high response rates from this survey and encouraging others. This is the opening conversation for our libraries. Thank you for the opportunity in talking with you today. End of presentation.

### **USAC Members Presentations – How each are part of the Big V:**

Kristin Koval reported that discussion was held in our Executive Committee meeting about having a couple members speak briefly during our monthly USAC meetings about what they do in their departments. Kristin Koval and Nancy Jackson kicked it off:

Kristin Koval, Development and Alumni Relations Assistant - Our group is nearly 300 people strong. We are the fundraisers. We have people on the Medical side as well as the University side. I assist the people who travel to raise monies for the university. I do a lot of travel planning and all aspects of their corresponding travel. We are part of Alumni Relations, however, I do not work closely with them. I am more involved in development.

Nancy Jackson, Administrative Officer in the Department of Biological Sciences - We are the largest research area in the School of Arts and Sciences. We do a lot of research on rats and zebra fish as well as other things. We are highly grant motivated as well as student teaching motivated so we share these two roles. Each of our faculty members teach in the scheme of Arts and Sciences. We are located in MRBIII.

David Williams - Vice Chancellor for University Affairs and General Counsel and Secretary of the University and Professor of Law. He first apologized for being a few minutes late. You know the parking can be a little scarce around here. Vice Chancellor Williams gave an inspirational synopsis of the accomplishments and the diversity in the Vanderbilt athletic teams.

In 2002-2003, the general perception was that everybody wanted to play Vanderbilt and they loved having Vanderbilt on their schedule. They wanted us for homecoming, coaches wanted to play us every week and every now and then we would win a game when they were at the bottom of their game. It was also the perception that it was mutually exclusive to have a Top 20 academic institution and a very good athletic institution and they could not go together. It is not that the Ivy Leagues cannot work that way, is that they chose to do something different. The 8 schools in the Ivy League do not give scholarships and tend to not compete with schools outside the league. You never see an Ivy League team in a bowl game and that is because they have a rule they cannot play in a bowl game. In 2003, we decided to test the structure. We actually did not change the structure but the culture.

He provided an analysis of the many different sports and how the sport has progressed. Many have been drafted to play in professional sports like Jay Cutler, David Price, and Charles Davis. He also described some of his favorite stories. He has always told the students, you can dream two dreams at one time and we will help you achieve both those dreams. At a recent dinner event, the two masters of ceremonies had resigned themselves to the fact that they would never

see Vanderbilt in a bowl game for the rest of their lives or even win a bowl game. We won a Music City bowl game in December. We had not been to a bowl game since 1983 or had not won a bowl game since 1955 and we won it right in Nashville.

We have proven to be academically sound and athletically superior.

One of his main points is that Vanderbilt is unique in being a top 20 school academically and a top 20 school in several sports. He stated that our graduation rate for student athletes is unparalleled in the Southeastern Conference. Vanderbilt has succeeded in changing the culture and has shown that an academically superior school should win.

Vanderbilt athletics experiences challenges in three areas:

1. We are an NCAA Division I team. This means we have to have a minimum of 16 sports. We must have Division I football and we must offer a certain level of scholarships or the number of scholarships.
2. Like all universities that receive federal funds, we comply with Title IX federal regulations. This means the percentage of male/female participants in our sports teams must mirror the percentage in our student body.
3. We are a charter member of the Southeast Conference and by far the toughest conference in America. All other eleven SEC teams are state schools so the costs to attend Vanderbilt are considerably higher making the costs of our scholarships substantially higher. We are also the smallest school in the conference and the other state funded schools may I say without any disrespect are academically challenged.

We have a few additional sports at Vanderbilt like Women's Bowling and Swimming that have been added recently. The Women's bowling team won the national championship after only 3 years adding the sport. The following year, we were runner-up.

We encourage all athletic students to study abroad. He told us about a student from Murfreesboro that was asked "Why do you want to study abroad?" His response was "Why not?" The student further said, "Before coming to Vanderbilt, I had not been out of the state of Tennessee. With the opportunity given by the University and the athletic program to let me go abroad, why not? I want to go to Greece. I don't know why but I want to go to Greece". Vice Chancellor Williams gave examples of other students and studying abroad.

Q – What exactly is involved in adding a sport and how do you make a decision?

A – You try to look at two things. You want to look the conference affiliation because they are going to want to help you with scheduling. We try to do as many sports in the SEC as we can. We also try to look at emerging sports. We did this when considering the Women's Bowling and Swimming team. The cost is also important too. We would love to add Women's Softball and Women's Volleyball. However, the problem with Women's Softball is a softball stadium and we just don't have the money to go out and put capital in building a stadium. Unlike bowling and swimming, we go to Sportsplex to swim in or take them to a bowling alley without investing in capital. I would like to take us up to 20 sports. I would also like to add Men's Track and Men and Women's Fencing but at this time, it is not feasible.

Q – Can you give us a quick overview of Title IX?

A – Title IX is a hard thing to figure out and to a large degree has a lot to do with an individual person who decides whether to sue or not and the federal government. This usually will be dictated by who is in the White House because they dictate to the Department of Justice and Department of Education to be aggressive or not. In essence, Title IX federal law was not geared towards athletics but education. There can be no discrimination based on sex in education and if found to be, you basically can lose all federal funding. What is the risk of a university to be found in violation of Title IX? While it has never happened, they could pull all federal funds (financial aid, NIH grants and all that stuff could go away). Football makes Title IX very hard when it comes to the percentage of male/female participants in our sports teams must mirror the percentage in our student body. In my high school athletics days and even now, guys don't care whether they are playing or on the bench. Women; however, say "If I ain't playing, I ain't staying". We see the numbers reflect this and have to take this into account. The ratio moves every year and more women are attending school. The ratio last year was 52% women to 48% men, so we need to keep a balance and watch it every year.

Q – I attended the Music City bowl and where are we going this year?

A – This is a selection process. My goal is to win 6 games and go from there. It is a wait and see. I would like to go to the Chic-Filet or the Liberty Bowl and our fans would still be able to attend. I do not want to go to Hawaii. I never get to enjoy sports as a fan, it is a business. I have to make sure we are not losing money and at our Music City bowl, we made almost \$200,000.

Nancy Jackson stated she had gone to Kentucky game and the kids on the team came to their side of the field and gave them respect. She said that must come from the coaches. Vice Chancellor Williams also said that is not only the coaches but the program. The kids are real good kids.

Q – Do you see any move, collegiate-wide, to incorporate sponsors?

A – We already do. We try as much as possible not to dilute. We have a company; ISP does the recruiting of sponsorship. We do not put patches on uniforms unless SEC requires this.

Q – Is there any other schools following our lead?

A – There are some that adapt to aspects of what we are doing. We are going back to the future. This is the way it used to be and collegiate athletics are back to the basics. If what you want is just athletics, then you should go somewhere else if that is your initial plan. We recruit not only for athletic but also we strive to academia as well. We are a strong academic. If we have any athletic person deficiencies in excess absences, that student will be suspended from playing. We went from 47-48 in deficiencies to five. After four of the students appealed to the instructors, we had only one deficiency (who was football player and he knew that he would sit out one game). They all know very quickly what the consequences are. All athletic students have unlimited resources available to them from academic counselors to having unlimited tutoring. Go 'Dores!!!!

## **VI. Closing Statement / Dismissal**

Diane thanked Connie and David for speaking today.

The next regular meeting will be at The Commons, Multipurpose Room 237 on April 14, 2009.

Meeting adjourned.