Meeting Minutes: Tuesday, March 14, 2017
Student Life Center, Board of Trust Room

**Present:**
Assadian, Nurlana
Bailey, Christina
Balthrop, Merry
Barclay, Samantha
Barrow, Terri
Battle, BiShaune
Berry, Carolyn
Bonner, Stacey
Caldwell, Caroline
Carlson, Robin
Carney, Kathy
Chiavini, Amanda
Choate, Corey
Darling, Shelley
Eardley, Karen
Fann, Drew
Fox, Anita
Harbin, Rachel
Hawthorne, Kelly
Heaton, Ashley
Hicks, Antoinette
Higgins, Ed
Hughes, Jasen
Johnson, Faye
Johnson, Judy
Jones, Eric
King, Amanda
Lammers, Lillian
Latham, Vickie
Lord, Sara
Loudon, Jeff
Maneville, Jenny
McClure, Nathan
Miller, Jean
Newell, Tanish
Parker, Patricia
Payne, Philip
Pickert, Donald
Porter, Beth
Pring, Michael
Pursley, Amber
Rauh, Jonathan
Richter, Andy
Ruiz, Carlos
Sanchez, Monica
Seckman, Matthew
Seezen, Karen
Sierra, Anthony
Sims, Beth
Smith, Amy
Smother, Natalia
Sprague, Megan
Stanard, Ray
Teaford, Jeremy
Vine, JaNiece
Waits, Robert
Weisbrodt, Cathy
Wells, Mia
Williams, Megan
Wocher, Melissa

**Did Not Attend:**
Anderson, Dirk
Anderson, Katherin
Armour, John
Ashton, Zeben
Bahiraiei, Kelly
Baker, Angela
Behnam-Gilani, Ali
Brown, Kenneth
Clark, Neal
De Los Santos, Wil
Debeb, Kelley
Dixon, Michele
Engstrom, Steven
Giese, Tiffany
Glende, Lora
Harrell, Rachel
Hickey, Emily
Kasinger, Jake
Korab, Emily
Miltner, Damon
Morgan, Rachel
Parks, Liv
Pepper, Ronnie
Provo, Carl
Robinson-Nichols, Monique
Shelato, Mary
Siegel, Charlotte
Smith, Susie
Soren, Carol
Thomas, Anna
Turner, Kimberly
Washam, Glenda
Weinstein, Sandy
Westrom, Lynn
Wtkins, Heather

**Sent Regrets:**
Anderson, Katherine
Heaton, Ashley
Morgan, Rachel
Siegel, Charlotte
Weinstein, Sandy
8:30 a.m. President Al Brady called the meeting to order.

OLD & NEW BUSINESS ANNOUNCEMENTS
- Welcome from President Al Brady.
- Approval of the February minutes.

COMMITTEE HIGHLIGHTS & REPORTS
Membership, chair, Anna Thomas
- Happy Birthday to all the March birthdays.

Staff Life, co-chairs. Andy Richter and Jeff Loudon
- The Alternative Transportation Report has been presented to Future VU.
- The next C.A.R.E. event, Respect our Differences, will be held April 6, 2017, at 12:00 noon in Light Hall room 208. Please feel free to bring your lunch to this event.

Events, co-chairs Judy Johnson and Amanda King
- Nothing to report.

Communication, chair Jenny Mandeville
- Nothing to report.

Rules and Administration, co-chairs Melissa Wocher and Vickie Latham
- Nothing to report.

Standing Committees
Benefits
- Nothing to report.

Traffic & Parking
- Initiatives include a new shuttle service with 10 new shuttles, each having 22 seats, 8 standing places, ADA compliant, bike racks, WIFI and cameras. Perimeter and interior routes are being designed. Vans will run 7 days/week from 6:30 a.m – 3:30 a.m. Feedback requested includes locations for routes and stops.
- Regional transit by chartered bus to/from outlying areas such as Clarksville, Franklin, Murfreesboro and Whitehouse with minimal stops. A fee would be charged as an alternative to paying for parking on campus and gas.
• Pedestrian and bike safety initiatives due to increase in pedestrian accidents per year.

*Athletics*

• Nothing to report.

**Update: Associate Vice Chancellor and Chief Human Resources Officer Barbara Carroll.**

• Politics at the federal level – the American Health Care Act has been introduced into the house. It is uncertain at this time how it will impact employee plans.
• Efforts in the foreseeable future for Congress to tackle tax reform issues. This may affect the tuition benefit. Worried about this but are watching to see if this benefit is under any risk.
• FLSA changes put on hold in December by a Texas court.
• There are a lot of unknowns at this time.

**Guest Speaker: Chancellor Nicholas Zeppos.**

Chancellor Zeppos expressed great concern about some of the new government policies and how they are affecting the political and public environment specifically those that tear apart inclusion and diversity. Zeppos will continue to take a position on actions that affect the core mission of Vanderbilt University. He asked that we continue to defend the university in its mission, keeping things in a historical perspective. He stressed the fact that American universities do some very good things and as we become more inclusive, more accessible, and more diverse, we become more excellent.

Restructuring - Is going very well. Vanderbilt University will be increasingly reaping an enormous benefit that will continue to be valuable to staff. There have been many new developments through research and discovery. Staff is really Vanderbilt. He acknowledged that his success has been largely because of his staff.

Finances – Chancellor Zeppos inherited the university during the great crash. The university is now the strongest it has ever been. Debt is down and 99% of the endowment stayed with the university after the split. The university has received an AAA credit rating from a bond agency and Zeppos has received many nice comments from credit agencies since the split.

Land Use Plan – Appreciates staff engagement. They are looking at bold creative solutions i.e. work schedules that help alleviate traffic issues, close-in housing that is affordable. Worried about the rapid growth of Nashville.

Mental Health & Wellbeing – An important priority for our community. Much can be done including honest talks with those who suffer from mental issues. We need to face up to the fact that we need to help those people. A new campaign “GO THERE” is addressing our primitive
attitudes about mental health conversations. The Awareness Committee has been formed to address these concerns.

Q&A:
Question – What is your stance on flexible work hours for staff members at the university?
Answer – This has a lot of potential, range and diversity. It is an exciting opportunity for many reasons. It is something we are very excited about. Eric Kopstain is exploring options and ideas including working from home and flex hours. It is about being happy and loving where you work.

Question – Are there skill gaps you see in the institution, specifically with staff? If so, what training or resources can be made available to meet this need?
Answer - Thirst for change and learning. Invest in people who embrace change and the opportunity that comes with it.

Question – The new reclass to hourly from exempt?
Answer – Through the reclass efforts and JCAT, it became necessary to move a handful of staff from exempt status to hourly status. This was one of the difficult parts of the job.

Question – What is with all this talk about unionization?
Answer – Unionization is already a part of the university fabric. These are certain groups of positions that are included in bargaining units with the administration.

Question – What will Vanderbilt be like in 5-10 years? How will staff play a role in getting us there?
Answer – Sees the university as being an inclusive and diverse community of loving people. Global in the face of other forces. All to live closer to campus. Set higher standards for our university.

*A full video recording of Chancellor Zeppo’s talk can be viewed on the USAC website.*

CLOSING

The next meeting will be held on April 11, at 8:30 a.m. in the Commons Multi-Purpose Room.

Meeting was adjourned.