



## **Meeting Minutes:**

**Tuesday, November 14, 2023**  
**Online Zoom Meeting**

**Present:**

**Not Present:**

**Guests:**

## WELCOME

*Adam McKeever-Burgett, President, called the Meeting to order at 8:33 am*

### Agenda

- Welcome
- Anders Nelson, Head Coach Vanderbilt University Volleyball
- Kathleen Seabolt, Executive Director Vanderbilt University Children and Family Center
- USAC Announcements and Business

### Keynote Speakers

- Anders Nelson, Head Coach Vanderbilt University Volleyball
  - Newly revived Vanderbilt Volleyball Team
  - April 2023 - Vanderbilt announced the addition of volleyball as its 17th varsity sport. The program was originally discontinued after the 1979-80 academic year.
  - Nelson was attracted to Vanderbilt “to build an SEC program on the principles of challenging and supporting student-athletes to be their best on the court, in a vibrant and dynamic city, at a world-class university like Vanderbilt is a once-in-a-lifetime opportunity, and I’m grateful to Chancellor Daniel Diermeier and Athletic Director Candice Lee for entrusting it to me. There is so much to do before 2025, and I can’t wait to get started.”
  - Coach Nelson spent the past 11 seasons at the University of KY, first as an assistant coach, and as associate head coach for the past seven seasons. The Wildcats reached the NCAA tournament in each of his 11 seasons in Lexington and progressed to at least the second round on all but one occasion.
  - Staff Mission, Pillars, and the work he and the rest of the Volleyball staff are undertaking to build a program from scratch.
    - Staff Mission Statement – we will help young women comprehend and realize their potential while competing for championships. We will create an environment where honesty is paramount, differences are embraced, and development is celebrated. We will enjoy this journey together.
    - Staff Pillars:
      - Loyalty – our top priority is adding value to the program,
      - Excellence – aim to be the best version of ourselves every day
      - Integrity – leave a lasting impact on how you make others feel
      - Growth – learn and adapt to be better than we were yesterday
    - Staff Strategy:
      - Provide the best overall collegiate experience for a division 1 volleyball player.
    - How – collaboration, investment, passion:
      - Collaboration – Athletic department, campus, city of Nashville. Share: the more you give, the more you get
      - Investment – Administration and Department, Middle TN, volleyball community. Use the strategy in decision making: make this the best experience for a collegiate volleyball athlete.

- Passion – Staff, Dreams, Structure to Thrive: Can't force passion, but you can move it; people thrive in structure.
  - What? Dreams fuel us:
    - NCAA tourney-level roster – recruit, develop, retain.
    - Fan Base – hardest ticket to get at VU
    - Brand Recognition – be a thing before we're a thing
    - Staff Philosophy and Language – elite leaders for SAs
    - BEST Student Athlete Experience in the Country – why we are here.
  - How you can help:
    - Spread the word
    - Watch Volleyball – more viewers = more opportunities for our future athletes
    - Follow us on Social
    - Join our Mailing List – stay up to date with the program
- The first recruiting class signed with the team in November and will begin competing on August 29, 2025.
- Kathleen Seabolt – Executive Director Vanderbilt University Child & Family Center -
- Overview of the Center's work and offerings:
  - Vanderbilt Child & Family Center (VCFC) provides support and resources to the community of Vanderbilt families across the spectrum of life. As reflected in - provision of new parent support, early childhood education, family life resources, and elder care support.
  - The Acorn School offers early childhood care and education for the children of Vanderbilt faculty, staff, and students. The childcare program serves children age infants (6 weeks) to six years old and is licensed by the Tennessee Department of Education.
    - Three Locations:
      - The Edgehill center is located at the corner of Edgehill Avenue and Appleton Drive.
      - The 18th Avenue center is located at 1105 18th Avenue South.
      - The 19th Avenue center is located at 1110 19th Avenue South.
    - Hours:
      - VCFC childcare centers are open from 7:30 am - 5:30 pm Monday through Friday, year-round.
  - In-depth look at the Owls Developmental Program:
    - A Kindergarten curriculum that prioritizes creativity and exploration. Children must turn five years of age by August 15, 2023
    - Administrated by the Vanderbilt Child and Family Center, this developmental kindergarten program offers an emergent curriculum informed by social constructivist thinking theories:

- Children learn best through play, constructing knowledge and making meaning by exploring their big ideas through hands-on and hands-in investigations.
- Peer engagement adds richness to the learning process.
- A learning framework that prioritizes Nature Education - children's knowledge creation will be informed by their exploration of the Vanderbilt University campus.
- A learning focus on 21st Century Skills: creativity, communication, collaboration, and critical thinking.
- VCFC will prioritize for enrollment in the Owls Program:
  - Children currently enrolled in VCFC's The Acorn School a PK class 2022-2023
  - Children of Vanderbilt University faculty and staff, post-doctoral scholars, and students
  - Children of VUMC-affiliated employees
  - Children in Nashville and surrounding communities
- Hours:
  - August 7, 2023 – May 31, 2024
  - Monday – Friday, 8:30 AM – 3:00 PM
- Owls' administration operates at 1105 18th Avenue South convenient to Vanderbilt University's main campus.
- Owls Kindergarten and Before & After-School programs operate in a learning space at 1810 Edgehill.
- Program activities take full and frequent advantage of the Vanderbilt University campus and arboretum.

## USAC Business

### Minutes

- October Minutes - approved

### Announcements

- Remember to take the 2-minute survey on Vanderbilt's Sustainability Initiatives.
- Employee Critical Support Fund:
 

The Employee Critical Support Fund, previously called the Employee Hardship Fund, was established in 1994 to financially assist Vanderbilt faculty and staff who are experiencing a non-recurring sudden or emergency-related financial hardship due to an unforeseen or unavoidable event.

  - How to contribute:
    - The **Kroger Community Rewards** program supports the Employee Critical Support Fund through grocery purchases. Everyone must re-sign up - for the Vanderbilt Employee Critical Support Fund. [Kroger Community Rewards | Initiatives | University Staff Advisory Council | Vanderbilt University](#)
      - Remember to do this again; if you did it previously, it is associated with VUMC and your funds are going to VUMC.

- Can also give through **Vanderbilt Payroll Deduction**. [Giving to Vanderbilt through payroll deduction](#)
- Thank you to generous donation, \$1,226 from 23 donors was raised for the Employee Critical Support Fund through the Fall Incentive Campaign.

### **Committee Reports:**

#### Communications Committee:

- Co-Chairs:
  - Faith Bishop and Alana Gilmore
- Remember USAC's social media – Instagram, Twitter/X.
- Tip of the Month – coming in January – keep staff informed of the services available to us
- Next Meeting: TBD

#### EDI Committee:

- Co-Chairs:
  - Shahpar Kamtarin and Cassanora Lampley
- Action Items
  - EDI Training Initiative
  - Days of Significance Accommodation
- Heritage Month Spotlights
  - Native American & Indigenous Peoples Heritage Month
- Land Acknowledgement
  - Although VU does not have an official land acknowledgement, below is the land acknowledgement created by Tamee Livermont (MPH '20) and McKalee Steen (BA '20) and passed by the Vanderbilt SGA in Fall 2019:
    - “We collectively acknowledge that Vanderbilt University occupies the ancestral hunting and traditional Lands of the Cherokee, Shawnee, Choctaw, Chickasaw, and Creek peoples. Today, these people have nation boundaries in OK, NC, and MS after the Indian Removal Act of 1830 led to the forced removal of southern tribes west of the Mississippi River. In particular, the University resides on Land ceded on November 8, 1795, in the Treaty of Hopewell. We recognize, support, and advocate for the Indigenous individuals and communities who live here now, and for those forcibly removed from their Homelands. By offering this Land Acknowledgement, we affirm Indigenous sovereignty and will work to hold VU more accountable to the needs of American Indian and Indigenous peoples.”
- Next Meeting: Tuesday, November 28; 10 AM via Teams

#### Events Committee:

- Co-Chairs:
  - Michael Hollifield and Daravanh Weeks
- Coffee Hour – October 18 at Starbucks, 2525 West End Ave – over 40 in attendance.
- Turkey Toss – Volunteers Needed – Friday, December 15; 7 AM – 4 PM  
- <https://www.signupgenius.com/go/4090F48A8AB2AA3FD0-46081942-turkey>

- Next meeting: November 11; 9 AM

#### Membership Committee:

- Co-Chairs:
  - Christine Fogg and Krista Gyarmati
- Birthdays November:
  - Sara Carroll, Sara Cope, Cassandra Cornwell, Brittany Griffin, Keeouka Knighton, Sharon Manlove, Heather Mitchell, Alicia Sumlin
- Meet a Member:
  - Jennifer Woody, Assistant Director of Stewardship, DAR
- Next Meeting: November 28, 10 AM via Teams

#### Rules and Administration:

- Co-Chairs:
  - Sean Butner and Amy Smith
- Next meeting: TBD

#### Staff Life

- Co-Chairs:
  - Jennifer Bennett, Jeremy Bourgoin, Danny Coradazzi
- Sub-Committee formed:
  - The Proposal Timeline has been established
  - Meetings are ongoing
  - Collecting internal and external data
- Next Meeting: November 15; 1 PM

#### **Next Meeting:**

- Tuesday, December 12, 2023
- In Person and via Zoom – 8:30-10 AM; SLC Meeting Rooms 1 and 2 - downstairs  
Email: [usac@vanderbilt.edu](mailto:usac@vanderbilt.edu)

#### **ADJOURN**

***Adam McKeever-Burgett, President, adjourned the Meeting at 9:50 am.***

***USAC Vision: Through communication, consultation, and service, the Council will promote a strong partnership among the staff, faculty, students, and administration of Vanderbilt University.***