



Meeting Minutes: Tuesday, November 8, 2022 Online Zoom Meeting

Present:

Albright, Dallas
Baughman, David
Bennett, Jennifer
Bishop, Faith
Bonner, Cheryl
Borgic, Kevin
Bourgoin, Jeremy
Bush, Marita
Butner, Sean
Carlson, Robin
Carroll, Sara
Carroll, Chantry
Casey, Drew
Chai, Pearl
Champion, Brittany
Cochrane, Brian
Cole, Victoria
Cooley, Emma
Cope, Sara
Coradazzi, Danny
Cornwell, Cassandra
Cummings, Kenedee
Dawson, T. Renee
Dickson, Nancy
Dixon, Amanda
Dodson, Michael

Elliott, Craig
Eubanks, Helga
Fogg, Christine
French, Caitlyn
Gilmore, Alana
Gioglio, Kaslista
Gyarmati, Krista
Harding, Amanda
Hastings, Lynn
Higgins, Ed
Hollifield, Michael
Jackson, Crystal
Johnson, Denise
Johnson, Linda
Keever, Jeffrey
Kelley, Emily
Kiolbasa, Mary
Knupp, Peggy
Kurilko, Rachel
Lampley, Cassanora
Lawrence Givens, Tiffany
Long, Madeline
Manlove, Sharon
Manus, Sara
Maraniss, Andrew
McKeever-Burgett, Adam

Melson, Keire
Moody, Chance
Naughton, Megan
Noote, Allie
Oliver, Leshawn
Patterson, Mundy
Peters, Erin
Pezzati, Katelyn
Poteete, Sarah
Pratt, Jeremy
Putnam, Sara
Reed, Haley
Reeves, Kallea
Rivas, Beth
Sierra, Bryn
Smith, LaDonna
Stumpf, Jean
Swayze, Sarah
Taiman, Matt
Walker, Susan
Wang, Joanne
Weisbrodt, Cathy
Wilson, Maisie
Woody, Jennifer
Zink, Andrea

Not Present:

Adams, Charlton
Beck, Rebekah
Benitone, Hastings
Brust, Valerie
Carro, Elena
Conwell, Patrick
Crutchfield, Savannah
Dixon, Michele

Farst, Lauren "Paige"
Foggie, Christina
Gibbons, Sarah
Kamtarin, Shahpar
King, Amanda
Knighton, Keeouka
Maddox, Lynn
Masters, Richmond

Mitchell, Heather
Pring, Michael
Smith, Amy
Turner, Kimberly
Watson, Hollie
Weeks, Daravanh

Guests:

Abrams, Jenny
Alini, Evan
Berry, Laura
Brooks, Bari
Coppinger, Whitney
Couchman, Jeanne
Croteau, Kelly
Glasgow, Scotty
Grant, Jackie
Hessler, Soren
Hicks, Chris
Hyer, Nick
Holmes, Marilyn – Guest
Speaker

Jones, Kara
Kopstain, Eric
Macon, Megan – Guest
Speaker
Malow, Beth – Guest
Speaker
McClellan, Kristine
Mckelvy, Deniz
Miller, Tiffany
Miller, Amber
Moore, Kenny – Guest
Speaker
Naifeh, Jake
Ovuoba, Natasha

Porter, Abigail
Reichert, Dawn
Retton, Patrick
Schmidt, Ben
Shields, Sharon
Smith, Janet
Stidham, Bobbi
Ungurait, Lori
Vaught, Krista
Wareham, Jolie Grace
Williams-Sumlin, Alicia
Wu, Wendy – Guest Speaker

WELCOME

Amanda Harding, President, called meeting to order at 8:31 am

Guest Speakers

Kenny Moore and Marilyn Holmes to talk about the Rec Center
Beth Malow - Sleep Habits
Megan Macon - Vanderbilt Next Steps
Wendy Yu - Employee Affinity Groups

Keynote Speakers

Kenny Moore and Marilyn Homes
Update on the Rec Center and What Are the New Normal Operations?

Overview

- Before pandemic \$35 for staff

- Report to athletics, Vice Chancellor Candice Lee, University Affairs portion of her position
- Cap staff and faculty fee at \$35, per month – month to month or recurring

What does membership include?

- Group fitness classes for all levels
- Specialty classes around dancing and movement
- Access to facilities, over 15000 sq ft of fitness space with top of the brand equipment
- Raquetball, squash, basketball, general use spaces in the rec
- Second floor track above the basketball court
- Food education programs in the teaching kitchen, samples, nutrition
- Climbing wall that is open at night
- Pool is having issues due to the age of the aquatic facilities
Working on getting that fixed and figuring out how to do it

Memberships can be purchased in person at the welcome desk

- Information is on the website
- Must be an active Vanderbilt employee

Contact:

- VU.edu/vandyrec
- recdirector@vanderbilt.edu
- Marilyn.c.holmes@vanderbilt.edu

When are the busiest times?

- 3-4 PM and 9-10 AM.
- the beginning of the semester, and the beginning of the year
- Student usage is down right now
- Weather impacts usage

Try one time without signing up.

Marilyn and Kenny happy to give tours.

The Tennis Center is an athletic facility; Ed Higgins can provide more information. Call the tennis center for more information.

Nutrition Minute and Grab and Go - held during the day, different hours each week

Vandy Cooks - with chefs and culinary folks - held at 5:30 in the evening

Dr. Beth Malow

Sleep Matters: The Impact of Sleep on Health and Well-Being

How much sleep do we need?

- 7 or more hours to promote health
- Some people can use less.
- Over the past 100 years, people are sleeping less on average each night
- 35% of US adults report sleeping less than 7 hours per night

Consequences of sleep loss

- Concentration, memory, flexible thinking, poor performance
- Sleepiness, fatigue, irritability, burnout

Health Benefits

- Healthy weight
- Stronger immune function
- Normal blood pressure
- Decreased heart disease and stroke
- Decreased pain

Daylight Saving Time

- With DST in March, shifting our light from the morning to the evening
- Morning light helps us wake up and fall asleep easier at night, improves our mood
- When we have light in the morning, it helps our mood as the day gets shorter
- Challenge: in the evening when it gets dark at 5:00 at night
- Darkness helps us fall asleep, DST light in the evening makes it harder to fall asleep at night

What is going on with Daylight Saving Time

- Sleep experts want standard time instead of Daylight Saving Time
- Daylight Saving Time has been passed as permanent in congress, Sunshine Protection Act

What can you do?

- Consistent bedtime/waketime
- Exercise (avoid too close to bedtime)
- Sleep-proof your bedroom, too much light or too much sound, cool temperature
- Watch caffeine and alcohol intake
- Light from cell phones and other devices interferes with sleep
- Don't take your problems to bed

Sleep disorders

Sleep apnea, insomnia, restless leg – about 70 sleep disorders

Call Vanderbilt Sleep Center – 615-936-0600

Suggestions:

- Varied work schedule tips – varying work schedules
- Try to stay on schedule, wake up at 5 am even if not have work that date

Is there a way to compromise DST and standard time in congress?

- Make the best case possible for the American people as to why we need the light
- Climate change – hard to exercise in the afternoon, too hot
- Lots of arguments for permanent standard time
- Mexico went to permanent standard time

It is hard to catch up on sleep. Your body will do better with more consistent sleep

- If you've had a hard week, if you can, catch up. Healthier choice is to get more consistent sleep all week long.

Can you train yourself to sleep well/better?

- Adapt habits in the chat and go online to find more.
- Cognitive Behavior Therapy for Insomnia (CBTI) – 1 session or 6 sessions

Children do not have consistent guidelines until 3 year olds.

- Kids are hard, but there are ways to get kids to fall asleep on their own.

Resource: Veterans Stanford CBTI App

Megan Macon - Vanderbilt Next Steps
Director of Career Development, Next Steps

- Certificate Program, first in the state to have a program like this
- Provide college access to students with disabilities, 4-year programs
- Audit classes, modify syllabus
- Students participate with clubs and activities, meet with peer mentors each week
- Connect students to job shadowing experiences, on campus internships, off campus internships in the community
- Can host students or have students do an internship in the office.
- Contact: email Megan.Macon@vanderbilt.edu
- Emily or Liz help coordinate

Wendy Yu
Employee Affinity Groups (EAGs)

- Employee led and facilitated around different interests, background, and identity
- Building community and a sense of belonging
- Open to all employees regardless of identity
- Vanderbilt launches two EAGs per year
- 10 current EAGs
- Leaders of groups, and facilitators from HR or EDI to help with budget, social media, etc.

International Employee EAG

- Upcoming employee social Friday before Thanksgiving
- <https://www.vanderbilt.edu/diversity/international/>

AAPI EAG

- Food partners
- <https://www.vanderbilt.edu/diversity/asian-american-pacific-islander-aapi/>

Military & Veterans EAG

- Just starting
- Vanderbilt and outside community involvement
- Open to spouses and family members
- <https://www.vanderbilt.edu/diversity/military-and-veterans-employee-affinity-group/>

Disability & Chronic Health EAG

- Looking for new leadership
- <https://www.vanderbilt.edu/diversity/disability-chronic-health-employee-affinity>

USAC has representatives to help select the new EAGs

Points of Contact:

- Linzie Treadway
- Wendy Wu

USAC Business

Kroger Card Community Rewards

- November and December will be the last two months we are participating in the current Kroger awards.
- Will be shifting over to new EAP on the University side
- The University will have a new Kroger Community Account
- Partnering with Amazon Smile in the new year

Minutes were not ready for today's meeting. We will vote on both October and November in December.

Communications Committee

- Thank you to communications champions
- Social Media
- Welcome to the guests that are here today. 106 people on the call, most.

EDI Committee

- University Diversity Council, EDI Co-chair acts as USAC representatives
- Task force from EDI, Comms, Membership on cross-committee initiatives
- EDI committee meeting is Friday, November 18 at 1 pm
- November is National Native American Heritage Month
- List of religious holidays, etc.

Events Committee

- Chantry – new Co-Chair
- USAC Coffee Break – again in the Spring
- October 29 - VU Food Pantry Distribution on campus
 - Thanks to VUPD for time and making a safe event
- Looking for something to support in December
- Next meeting: November 15@9:30 on Teams

Membership

- November Birthdays - Keeouka Knighton, Jean Stumpf, Heather Mitchell, Brian Cochrane, Sara Cope, Sara Carroll, Sharon Manlove
- Meet a Member – Megan Naughton, Manager in IT Service Delivery Support Services

Rules and Administration

- Fun fact about Robert's Rules of Order
 - There is only one official Robert's Rules, current is 11th Edition, published in 2011.
- Next meeting: TBD

Staff Life

Outlining a summary of issues related to compensation and other topics

- Compensation
- HR Transparency

Upcoming ELE topics

- Design Thinking
- Perspective Taking
- Clifton Strengths

Staff Mentorship Program – over 100 mentors and mentees sign up for the first round.

Meeting in two weeks.

Next Meeting

Tuesday, December 13 – Peabody Commons 235/237 & Virtual

Meeting adjourned at 9:51 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.