



## Meeting Minutes: Tuesday, October 13, 2021 Online Zoom Meeting

### **Present:**

Beck, Rebekah  
Borgic, Kevin  
Cochrane, Brian  
Jackson, Donald  
Pezzati, Katelyn  
Watson, Hollie  
Carter, Marsha  
Crowhurst, Stacey  
Hill, Olivia  
Bonner, Cheryl  
French, Caitlyn  
Bennett, Jennifer  
Dawson, Toni Renee  
Ingram, Donna  
Lawrence Givens, Tiffany  
Luffman, Josh  
Hansbrough, Sean  
Hollifield, Michael  
Mitchell, Heather  
Naughton, Megan  
Pratt, Jeremy  
Reddington, Hayley  
Bordenstein, Sarah  
Carroll, Chantry  
Pickert, Donald  
Smith, LaDonna

Barrow, Fiana  
Kelley, Emily  
Kiolbasa, Mary  
Zink, Andrea  
McKeever-Burgett, Adam  
Nashabi, Maya  
Bush, Marita  
Cooley, Emma  
Melson, Keire  
Gyarmati, Krista  
McCrary, Bethanie  
Sierra, Bryn  
Turner, Kimberly  
Walker, Susan  
Butner, Sean  
Aloyo, Alyssa  
Harding, Amanda  
Manlove, Sharon  
Nesbitt, Brianna  
Weisbrodt, Cathy  
Noote, Allie  
Putnam, Sara  
Moreno, Mackenzie  
Smith, Amy  
Griffin, Shore  
Peters, Erin  
Bond, Rachel  
Stumpf, Jean

Charley, Myles  
Higgins, Ed  
Knighton, Keeouka  
Maddox, Lynn  
Wilson, Maisie  
Turney, Kerrie  
Bourgoin, Jeremy  
Farst, Paige  
Cole, Victoria  
Dickson, Nancy  
May, Ela  
Bishop, Faith  
Sims, Beth

### **Not Present:**

Conwell, Patrick  
Pring, Michael  
Rastogi, Anuj  
Adams, Charlton  
Karns, Allen  
Artus, Meagan  
Brown, Jacquelyn  
Cherry, Sandy  
Perry, Will  
Poteete, Sarah  
Baquera, Felisha

Wang, Rong "Joanne"  
Dixon, Michele  
Johnson, Denise  
Cahill, Bess  
Nelson, Rob  
Bousquet, Ben  
Tallent, Emily  
Graham, Kashif  
Kamtarin, Shahpar  
Osinski, Keegan  
Farrelly, Judith  
Anderson, Matthew  
Bess, Angela  
Jones, Michael  
Templeman, Alison  
Hastings, Lynn  
Mundy, Meaghan

Wood, Catherine  
Taiman, Matt  
Moore, Teea  
Coppinger, Whitney  
Bahan, Dina  
McCellan, Kristine

**Guests:**

Brooks, Bari  
Rucker, Cleo  
Kopstain, Eric  
Vaught, Krista  
Adams, Laura  
Haskell, Caitlin  
Wareham, Jolie Grace  
Retton, Patrick  
Dunaway, Sarah  
Loudon, Jeff  
Wilhem, Anita  
Awalt, Brad

## WELCOME

*Tiffany Lawrence Givens, President, called meeting to order at 8:31am*

- Welcome
  - Agenda Review

## GUEST SPEAKERS

### **Catherine Wood - Executive Director, Total Rewards**

Catherine reviewed the CY2022 Benefits:

- Life & Disability Insurance RFP Results
  - Metlife Overview
    - Pros – technology, leaves, plan design, current vendor
    - Cons – account team possible change
- Annual enrollment considerations
  - Vanderbilt is self-insured.
- 2022 Medical Plan Design & Premiums
  - Simplified Tier structure, increase in choice, supports employees living outside of the greater TN area
  - Must actively enroll.
  - Open Enrollment is October 18 – October 29, 2021
  - Questions? Labs in person and virtual available for scheduling appointments from October 26 - October 28, 2021, from 11 AM – 1 PM
  - Open Enrollment information listed on the VU HR page @ <https://hr.vanderbilt.edu/oe/index.php>
  - Additional Info: <https://hr.vanderbilt.edu/benefits/healthcare-bluebook.php>
- Dental & Vision Plans
  - No changes from FY 2021

### **Brad Awalt – Go for the Gold**

Described the great new program available to everyone.

<https://www.vumc.org/health-wellness/about-go-gold>

- Must register by October 31.
  - Use VU ID and password.
  - Is branded by VUMC.
- [Bit.ly/healthplusgogold](https://bit.ly/healthplusgogold)
- New Health Assessment
- Lots of new choices and variety available in the Wellness Action Log.
  - If you participate in a program like Hold the Stuffing it will count.)
- Game Plan for Your Health focuses on Compassion this year.
- Questions? Reach out to [health.plus@vumc.org](mailto:health.plus@vumc.org)

## NEW and OLD BUSINESS and ANNOUNCEMENTS

- Minutes
  - August and September Minutes approved.
- Kroger Card
  - Reminder to sign up for/use/update your Kroger Card – friends and family can also sign up. Helping colleagues in need within the university community is easy when you use your Kroger Plus card to benefit the Vanderbilt Faculty and Staff Hardship Fund.

## COMMITTEE REPORTS

- Communication –
  - *Faith Bishop and Jeff Loudon – Co-Chairs*
    - Everyone encouraged to use <https://forms.vanderbilt.edu/view.php?id=1331832> to submit events.
    - Next Meeting October 15<sup>th</sup> at 11 AM.
- EDI –
  - *Denise Johnson and Heather Mitchell - Co-Chairs*
    - Heritage Calendar Poster for October is World Mental Health Day – October 10
    - Next Meeting October 13<sup>th</sup> at 3 PM via Teams
- Events –
  - *Jennifer Bennett*
    - Please register for the Virtual Coffee Break October 27 at 9:30 AM. Topic will be Returning to Campus.
    - Next meeting October 26<sup>th</sup> at 9 AM.
- Membership –
  - *Cathy Weisbrodt and Lynn Hastings Co-Chairs*
    - Welcome New Members – Andrea Zink, Robin Carlson, Faith Bishop, Amanda King, Erin Peters, Faye Johnson
    - Recognized Susan Walker as Staff Member of the Month.
    - October Birthdays – Angela Bess, Tiffany Lawrence Givens, Mackenzie Moreno, Hayley Reddington, Sara Sanders
- Rules & Administration –
  - *Amy Smith and Sean Butner Co-Chairs*
    - Explanation of Robert’s Rules of Order and of Parliamentary Procedure.
    - Next Meeting November 24<sup>th</sup> at 1 PM.
- Staff Life –
  - *Adam McKeever-Burgett and Sara Putnam Co-Chairs*
    - During the September Committee Meeting – topics discussed:

- Bereavement Leave - continued discussion
- Parking – please pass along any feedback from our Groups and co-workers to [a.burgett@vanderbilt.edu](mailto:a.burgett@vanderbilt.edu) and [sara.putnam@vanderbilt.edu](mailto:sara.putnam@vanderbilt.edu).
- The “Great Resignation” and its impact on current/remaining staff – please send notes and feedback from our Groups and co-workers to [a.burgett@vanderbilt.edu](mailto:a.burgett@vanderbilt.edu) and [sara.putnam@vanderbilt.edu](mailto:sara.putnam@vanderbilt.edu) or attend next Committee Meeting.
- Executive Sponsor needed for an Employee Affinity Group – New Professionals want to form an Affinity Group and need an Executive Sponsor.
  - Next Meeting October 21<sup>st</sup>.

### **PARENTAL LEAVE POLICY**

- Parental Leave Policy - second reading was held.
  - Proposal presented by Adam McKeever-Burgett.
  - Vote was taken and passed.

### **CLOSING REMARKS**

*Tiffany Lawrence Givens, President*

- Next Meeting:
  - Tuesday, November 9, 2021
  - Time: 8:30 am
  - Location: Zoom
- All staff members are invited to attend.

**Meeting was adjourned at 9:33 am.**

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