



Minutes for Tuesday, June 8, 2010

Sarratt 220

**ATTENDANCE:**

**Present**

Armstrong, Terri  
 Banks, Diane  
 Barnett, Lora  
 Bransford, Chris  
 Brassil, John  
 DiGiovanna, Sheri  
 Dixon, Michele  
 Formont, Jamie  
 Franklin, Keith  
 Hiltz, Shirley  
 Holcroft, Nancy  
 Houseman, Andrea  
 Johnson, Stacy  
 Kendrick, Stacy  
 King, Sue  
 Krueger, Anna  
 Kathleen  
 Lang, Melanie  
 Latham, Vickie  
 McCurry, Barry  
 McKee, Brenda  
 McLeod, Laura  
 Owens, Ann Marie  
 Palmer, Dave  
 Pepper, Ronnie  
 Pickert, Don  
 Pring, Michael  
 Pruitt, Don

Smith, Susanne  
 Soren, Carol  
 Stanard, Ray  
 Steward, Dan  
 Street, JJ  
 Stuart, Kate  
 Trenary, Carlos  
 Villager, Nyla  
 Wall, Andrea  
 Watson-Wienzetzl,  
 Myrna  
 Watts, Katie  
 Webb, Mary  
 Wenzell, Alison  
 Whaley, Elizabeth  
 Whatley, Luci  
 White, Lolita  
 Williams, Tara  
 Wilson, Cliff  
 Renshaw, Grace  
 Reynolds-Barnes,  
 Deborah  
 Rhodes, Katherine  
 Richter, Andy  
 Seezen, Karen  
 Sheldon, Brenda  
 Smeltzer, Mike  
 Smith, Donna

**Regrets**

Alley, Jean  
 Atack, Becky  
 Bailey, Bill  
 Chapman, Angela  
 Cribbs, Chris  
 Dean, Mary Ann  
 Dubois, Daniel  
 Johnson, Faye  
 Kiely, Kay  
 McClure, Cheryl  
 McGrath, Jason  
 Moore, Kenny  
 Moore, Stacey  
 Norfleet, Lydia  
 Patterson, JoAnn  
 Soxayachanh, Olivia  
 Vincz, Janiece  
 Walker, Bryon  
 Gambill, Jodie

**Absent**

Abner, Gregg  
 Amos, Stan  
 Boglin, Harriett  
 Carlen, Amanda  
 Collins, Greg  
 Fisher, Joe  
 Jackson, John  
 Jones, Eric  
 Koval, Kristin  
 Martin, Ashley  
 McMeen, Ben  
 Pickett, Annetta  
 Steine, Cindy  
 Strohl, Sandy  
 Suttles, Todd  
 Thompson, Molly  
 Tucker, Phillip  
 Whitlow, Cathy

8:00 a.m. Coffee, Fruit and Pastries

**I. Call to Order**

8:30 a.m. President Diane Banks called the meeting to order. She welcomed the new members as well as old and retiring members. She thanked Terri Armstrong for filling in for Sheri DiGiovanna and taking the minutes this month.

*\*Reminder: All meeting times and locations are posted on the Staff Council website <http://www.vanderbilt.edu/usac/next.html>*

## **II. Approval of the Minutes from the May 11, 2010 USAC Meeting**

The minutes of the May meeting were unanimously approved.

## **III. Committee Reports**

Events: Andrea Wall reminded members to purchase and use their Kroger cards.

Membership: Andy Richter reported that there are 93 representatives on the counsel. Elections were conducted in May for all even numbered groups. All vacancies were filled and all winners were notified and invited to today's meeting. New member orientation is in July; all new members are asked to attend. Signup sheets for standing committees were provided.

Communications: Carlos Trenary stated the communications committee has not met, but everything is working well.

Rules and Administration: No report.

## **UNIVERSITY STANDING COMMITTEES**

Benefits Committee: Diane Banks reported that the Benefits Committee is soliciting info from MCSAC, USAC, and Faculty senate to prioritize and prepare agenda for the coming year, more information to come soon. They are also working with Jane Bruce to see what health care reform will mean to Vanderbilt.

Athletics Committee: Cliff Wilson reported that the University Athletics Advisory Committee met on May 20. Vice Chancellor Williams presented a report on budget, revenue, expenditures and academic performance of the athletes. Cliff reminded everyone that you must reset your password by June 15. If you do not, you will be locked out of many of your day to day programs.

Traffic Committee: No report.

MCSAC: No report.

## **IV. New Business**

Staff Life committee presented two recommendations. These were unanimously approved by the executive committee. Bylaws require that the recommendations be read twice before the counsel and be voted on.

Melanie Lang presented the recommendation for an update to the Bereavement Policy. The committee is not asking for two additional paid days, however, asking for the ability for a staff member to use already accrued vacation, sick or personal days. A vote was taken and it was unanimously approved to move to a second reading in August.

Andy Richter presented the recommendation that New Staff Orientation be required for all new full-time staff that are hired into the University, as it is at the Medical Center. A vote was taken and it was unanimously approved to move to a second reading in August.

Also, Carlos Trenary presented a resolution regarding the search for the Chief Human Resources Officer. The resolution asks that the counsel be involved in all future searches for the head of Human Resources.

## **SPEAKER**

Melanie Lang presented information from the Office of Sponsored Research which provides regulatory guidance in the area of Export Compliance to the University and Medical Center. This department touches many areas of the University, including foreign travel, foreign shipments or mail, foreign procurement and foreign disbursement. If you have any interactions with foreign collaborations, you should consider how that is going to impact you regarding export control law. For more information visit <http://www.vanderbilt.edu/exportcompliance/>.

## **FEATURED SPEAKER**

President Diane Banks introduced Diane Neighbors, Director of Child and Family Center. Diane is also the Chair of the Metro Council. Diane has a long history as an advocate for children, beginning as a kindergarten teacher. She has worked in places as diverse as the Appalachians and metropolitan Boston. She has directed a series of children's programs, ultimately becoming director of Vanderbilt's Child and Family Center in 1991. Diane was elected to the Metro Council in 2003 and became Vice Mayor of Nashville in 2007.

Ms. Neighbors thanked the group for the invitation to be present at the meeting. Diane spoke to the group about the history between USAC and the Child Care Center. She previewed that she would talk about the role of Vanderbilt in the community, things that are happening in Nashville and some of the new initiative at the Child and Family Center. She has been involved in early childhood education for a little over forty years. She received her doctorate from Vanderbilt University and spent the majority of the last 26 years working at Vanderbilt. She spent a few years working for the State of Tennessee with the Department of Human Services. Diane started out as a classroom teacher who was really concerned about her lesson plan, getting the kids ready and didn't care what was happening in the community. After going through some developmental stages, she realized that you don't operate in a vacuum. You realize there are things that happen at the local level, the state level and the national level that impact what you as a teacher can do in your classroom. There are childcare regulations, funding issues, members of the TN state legislature who think that early childhood education is nothing but babysitting and that you should be able to spank them when they misbehave. Those were some of the issues that got her involved in public policy. She moved to east Nashville about 30 years ago and became a neighborhood advocate. When she came to Vanderbilt, she had the opportunity to be an advocate for children and families as well.

Early on the misconception was that Vanderbilt did not contribute much to the community. When the second childcare facility was opened at Belcourt Ave, there were a lot of suspicions from neighbors because it was the first Vanderbilt property on that side of Blakemore. The feeling was that Vanderbilt would soon take over the neighborhood. Vanderbilt has put a lot

into building relationships with the neighbors and building trusts. Diane spoke of all that Vanderbilt has done for its employees and the community regarding the recent floods. Vanderbilt also supports many community organizations through grants and sponsors of events. Last year there were 82 organizations that received grants from Vanderbilt. 10 of those were K-12 grants, 10 were education grants and 28 were civic and community projects. There is also the 100 Oaks project. Vanderbilt worked closely with the Metro Council, neighborhood leaders and provided community grants. Vanderbilt's presence there has attracted other businesses that have benefited the neighborhood.

Vanderbilt was key when the Civic Design Center created the Plan for Nashville. They even helped subsidize the publishing of the Plan. Vanderbilt played a key role leadership role on the Women's Final Four bid committee. In 2014, the NCAA Women's Final Four will be in Nashville. Members of USAC and throughout the Vanderbilt community serve on various boards and are very involved working in schools and on events. One of the most amazing things to Diane as Metro Councilperson, is the struggle with the future of General Hospital. Every year it comes up, but should they continue to subsidize the hospital to the tune of \$50 – 100 million dollars a year? Vanderbilt alone provides more charitable indigent care than metro government and all the Nashville hospitals combined. Last year VMC provided over \$152 million in medical care for those that could not afford it. Recently, the Health Department received a \$7.5 million grant called Healthy Eating Active Lifestyles, which Vanderbilt is involved in, focusing on curbing childhood obesity, having healthier lunches in schools and getting people to be more active.

Diane spoke next about something near and dear to her heart, that she got to chair was the Livability Project. The project designed means to determine how Nashville will deal with the tsunami of baby boomers that are coming up. Baby boomers are defined as those born between 1946 and 1964. The first issue is transportation and mobility. Vanderbilt provides free bus passes, however, most people like the freedom of being able to drive their own car. One idea being considered is the use of church buses. Another main issue is health care, not your health benefits, but prevention. You cannot wait until you are 65 years old to start worrying about if you are healthy. You have to start when kids are in pre-school. There also needs to be community and workforce involvement. Boomers have always gone their own way. They may retire, but want a second, part-time career. They may want to be more involved and be out in the community, but they are not sure how you create those networks to enable them to make those connections. Hands on Nashville is incredible at providing volunteers. Within 36 hours after the flood there were over 8,000 volunteers were signed up and ready to go. Another issue is housing. In Nashville, many neighborhoods have been down zoned, multi-family duplexes have been outlawed in some neighborhoods. This poses a problem for those that are getting older when you can no longer manage a large home with acreage.

Vanderbilt is a leader in the area of dependent care services. The Child and Family Center has developed over the years to include online resources for childcare and other family care issues such as Elder Care, Senior Care, Summer Camps, School-age Childcare and Tutorial Services. There was also a huge need for the expansion of childcare services. Over the last 3 years they have gone from 210 opens for infant to 5 year old to today there are over 500. Vanderbilt has

the largest childcare center in Tennessee. They recently started the Vanderbilt Sitter Service. Starting July 1, a new program called Parents in a Pinch service will begin, more information to come on that.

Diane concluded her presentation by stating she was very proud to be part of the Vanderbilt community and the Vice Mayor of Nashville. She feels the partnership between the two benefits everyone from Vanderbilt employees to everyone in Davidson County. She then opened the floor to questions.

## **SPEAKER**

Stacy Kendrick spoke briefly about a new program being offered by HealthPlus. She showed everyone how to access the new Health & Wellness Information Portal. This is a new opportunity for employees to log in and access a majority of their health and wellness information in one location. For more information or to view your personal information, visit <http://healthandwellness.vanderbilt.edu/>.

Diane Banks announced that normally she would pass the gavel to the new president, Daniel Dubois, however, he is out of the country to pick up their new baby. Daniel asked Andy Richter to pass out the awards for this year. Diane thanked everyone, all the officers, the chairs of the committees, the members on the council. She appreciates all that has been done and all the work and kindness. She has enjoyed being the President.

Andy Richter proceeds to give out awards:

*Karen L.A. Dolan Spirit Award* — Andy explains that the *Karen L.A. Dolan Spirit Award* recognizes a USAC member for his or her stewardship, devotion and service to the USAC. This person embodies Karen Dolan's passion for assisting her Vanderbilt family. Over the course of this year, as well as previous years, this year's winner has demonstrated a passion for the council as well as a willingness to go above and beyond the call of duty. This year's winner devised many ideas for raising money for the Staff Hardship Fund and persevered through the challenges of turning those ideas into approved practices; assembled a basket for Employee Celebration which attracted many people to the USAC table; helped organized our blood drive; participated on the Executive Committee; arranged for refreshments at our meetings and Co-Chaired the Events Committee. This year's winner truly exemplifies Karen Dolan's volunteer spirit. This year's most deserving winner of the Karen L.A. Dolan Spirit Award is Andrea Wall.

Andy recognized Jo Ann Patterson for her service at the council's Treasurer.

Andy recognized Sheri DiGiovanna for her dedicated service as USAC secretary for 2009-2010.

Andy presented Diane Banks with a plaque to recognize her service as USAC president for 2009-2010.

**VI. Closing Statement / Dismissal**

In Daniel's absence, Diane adjourned the meeting at 9:50 a.m.

The next USAC meeting will be on August 10 in Rm. 237 of The Commons.