



## 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  
 Hughey, Jasen  
 Johnson, Faye  
 Johnson, Judy  
 Jones, Eric  
 King, Amanda  
 Lammers, Lillian  
 Latham, Vickie  
 Lord, Sara  
 Loudon, Jeff  
 Mandeville, 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  
 Vinc, JaNiece  
 Waits, Robert  
 Weisbrodt, Cathy  
 Wells, Mia  
 Williams, Megan  
 Wocher, Melissa

#### **Did Not Attend:**

Anderson, Dirk  
 Anderson, Katherin  
 Armour, John  
 Ashton, Zeven  
 Bahiraei, 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  
 Preston, Chris  
 Provost, 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

**Visitors:**

Nicholas Zeppos, Chancellor  
 Eric Kopstain, Executive Administration  
 Barbara Carroll, HR  
 Laraine Caldwell, VUIT  
 Jennifer Garcia, HR  
 Scotty Glasgow, HR  
 Deb Grant, HR  
 Chris Hick, HR  
 Gwen Hopkins, OFC  
 Catherin Wood, HR

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 Wochoer 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.