Meeting Minutes: Tuesday, January 9, 2018
SLC, Board of Trust Room

Present:
Katherine Anderson
Terri Barrow
Laurel Biqiku
Al Brady
John Brassil
Kay Brooks
Leslie Buchanan
Caroline Caldwell
Robin Carlson
Kirra Cruise-Streat
Wil de Los Santos
Drew Fann
Andy Hall
Rachel Harbin
Ashely Heaton
Jasen Hughey
Judy Johnson
Eric Jones
Emily Korab
Jeff Loudon
Amelia Malone
Jenny Mandeville
Jordan Marshall
Bailey McChesney
Jon-Michael McDaniels
Shelley Meadows
Donald Pickert
Tania Pierce
Michael Pring
Kathleen Rall
Jonathan Raug
Andy Richter
Ursula Robinson-Nicol
Carlos Ruiz
Scott Rutledge
Karen Seezen
Anthony Sierra
Beth Sims
Megan Sprague
Ray Stanard
Michelle Wachter
Megan Williams
Melissa Wocher
Lee Clemmons
Latric Daughtdrill
Michele Dixon
Dana Doss
Catherine Erickson
Craig Fields
Tiffany Giese
Malina Halman
Gregory Harvey
Ed Higgins
Debbie Hill
Amanda King
Vickie Latham
Geoff Little
Sara Lord
Nathaniel Luce
Nathan McClure
Jean Miller
Rachel Morgan
Leshuan Oliver
Liv Parks
Chris Preston
Monica Sanchez
Carjamin Scott
Stephanie Sefcik
Natalia Smothers
Carol Soren
Susan Taylor
Anthony Tharp

Not Present:
Chrystie Anderson
Merry Balthrop
Brandon Begarly
Carolyn Berry
Phillip Blackledge
Stacey Bonner
Kenneth Brown
Kathy Carney
Amanda Chiavini
Corey Choate
Joanna Clark
Kimberly Turner
Kerrie Turney
JaNiece Vincz
Robert Waits
Heather Watkins
Cathy Weisbrodt
Lynn Westrom
Megan Williams
Melissa Wocher

Visitors:
Bari Brooks
Barb Carroll
Scott Glasgow
Deborah Grant
Susan Wente

Sent Regrets:
Samantha Barclay
Kristen Clark
Emma Cooley
Danielle Eckert
Aletha Karls
Elisabeth Porter
Charlotte Siegel
Tara Williams

8:35 am President Michael Pring called the meeting to order.

OLD & NEW BUSINESS ANNOUNCEMENTS
• Follow us on social media
• Approval of November & December minutes

COMMITTEE REPORTS
Events, co-chairs Judy Johnson & Amanda King
• Blood Drive will be held in Sarrat 216/220 on February 16 from 10am – 2pm

Membership Committee, co-chairs Amanda Chiavini & Caroline Caldwell
• Happy birthday to January birthdays!
• Thank you to our greeters!

Communications, chair Carlos Ruiz
• No new business to report

Rules and Administration, co-chairs Ashely Heaton & Emily Korab
• Currently working to update the bylaws
Staff Life, co-chairs Andy Richter & Jeff Louden
- First reading of the USAC retirement proposal will occur today; if approved, second reading will take place next month.

Kay Brooks, retirement sub-committee member
- Six (6) recommendations to USAC retirement proposal:
  1. Adjust current staff retirement contribution plan
     a. Comparison of % match to Peer institutions
  2. Early retirement health insurance coverage & Medicare supplement plans
     a. Optional continued enrollment in Vanderbilt health care plans between retirement & Medicare eligibility with staff paying the expenses.
  3. Creation of retired staff status: 20 years of minimum service
     a. Vanderbilt ID issued indicating “Retired Staff”
     b. Library access and borrowing privileges
     c. Continued discounts as afforded current staff for:
        i. Campus Dining
        ii. Rec & Wellness Center
        iii. Event Tickets
     d. Continued listing in People Finder or subsequent iterations indicating retired status and contact information provided by retiree
  4. Creation of formal auxiliary retirement organization
     a. Foster camaraderie amongst retirees
     b. Act as a conduit for VU communication to retirees which could provide ready access as needed for Vandy VTS employees, event volunteers, guides, etc.
     c. Provide an online links resource for employee retirement planning similar to Brown University
  5. Unity across the University in honoring retirees
     a. Some will get a full event while others receive barely perceptible note of appreciation in the last minute rush to train their replacement
  6. Reinstatement of 30 days of grandfathered sick time payout at retirement

Questions:
1. Would Vandy pay the premiums on the early health retirement plans (recommendation #2)?
   a. No, the retiree would be responsible but we’re hoping it would be less than Cobra
2. Was there anything you were surprised by when you were looking at Peer Institutions?
   a. The match contributions was surprising as some were much greater than Vanderbilt
3. Were the pay scales and cost of living comparable to Vanderbilt in regards to the comparison of match contributions?
   a. The northern parts have a higher cost of living; however, we did not take that into consideration.
Michael Pring, President
- Show of hands to move forward for secondary reading
- Motion approved to move forward for second reading which will occur next meeting in February.
- If you have any questions to the retirement plan, please direct your questions to Andy Richter, Jeff Loudon, or Kay Brooks.

Scotty Glasgow, Senior Special Events Coordinator:
- 2017 Service Award Ceremony January 30, 2017 in the SLC Ballroom
  - Red Carpet arrivals: 2:45 pm
  - Award Ceremony 3:00 pm
  - Hosted by Nicholas Zeppos
  - Master of Ceremonies, John Lutz, VC for IT
  - If you cannot make it, watch the event stream live at vu.edu/ceremony
- Symphonie Fantastique
  - Paired up with Blair schools
  - Thursday Feb 1, at 8:00 pm in Ingram Hall – Blair School of Music
    - 7:00 Pre-concert reception – light refreshments; VU employees only and their guests
    - Reception attendees can enter a drawing for free tickets to a Nashville Symphony Classic Series concert – you must be present to win

Barb Carroll, Chief Human Resource Officer & Associate Vice Chancellor
- Overall, things have gone well with SkyVU Oracle Cloud launch. First payroll was for union workers and second payroll was for bi-weekly employees which paid last Friday. Both went relatively smoothly and was successful.
- Next payroll will be for exempt employees.
- Thank you to everyone made this possible.

Questions:
1. Will the timesheet section change to be more user friendly.
   a. No, there are nuances that we will all learn together, but this is how the system will remain.
2. Will we be able to view our paystub without having to download it to our computer? This is problem as my department uses shared computers.
   a. I do not know the answer to that but I will find out.

Provost Susan Wente, Vice Chancellor for Academic Affairs
- Thank you for your efforts in helping us launch SkyVU!
- SkyVU impacts the Provosts domain in many ways:
  - Admissions and Enroll Management
  - Academic Affairs
  - Student Services
Learning and Residential experiences
Faculty Affairs
Research Support

- Org chart of the Provost Office
  - We are constantly changing necessary resources to accommodate changes

- Strategy to achieve our academic mission
  - Recruit the best students and faculty
  - Offer an unparalleled living-learning environment
  - Undertake world-class research towards advancement

- 4 Pillars and 3 Cross-cutting themes
  - Undergraduate Residential Experience
    - To provide an intellectually rich and diverse campus learning community that educates the whole person and cultivates lifelong learning
  - Education Technologies
    - To transform education models thru technology and research
      - Healthcare Solutions:
        - To harness our strengths in all disciplines to address pressing health and healthcare issues
      - Trans-Institutional Programs
        - To expand research and teaching collaborations across disciplines to solve critical problems and embrace discovery and learning
  - Continue to keep Vanderbilt community informed of news and publications
  - Immersion Vanderbilt
    - Passed governance in 4 undergraduate schools/colleges
    - Constitutes a major innovation to the undergraduate experience
    - Will be requirement for all students beginning with the fall 2018 entering class
  - Mobilizing administrative and financial resources
    - Office of Immersion resources
      - In the process of hiring necessary employees to make this project successful
  - Graduate education & research endowment
    - Vanderbilt will invest 300 million over the next several years
      - Guided by the GERE working group report
    - $125 million into the Russell G. Hamilton Scholarship Program and the Russell G. Hamilton Leadership Institute
    - Chair challenge – match donor funds to establish new chairs
    - Graduate and professional student housing
    - Please submit your input by contacting the Leadership Institute Planning Group Chair: Dean of the Graduate School Mark Wallace
    - Want our graduate students to have the opportunity to be involved and engaged in additional Vanderbilt activities and education
  - International Strategy working group
    - Report can be found at Vanderbilt.edu/provost
    - Vanderbilt research in international media
    - Improve research outputs and stature abroad
- Coordinating and supporting international studies

- Big data and data science
  - Data Science Visions: TIPs Awards
  - Data Science Visions Working Group – charged with developing a vision for the university to chart the path ahead
    - Research Vision and strategy
    - Education
  - Masters in data science – task force crafting a trans-institutional program

- Humanities at Vanderbilt
  - Increase collections in the libraries
  - Represented in on-going efforts:

- Office of Inclusive excellence
  - Focus on faculty and students
  - Melissa Thomas-Hunt, Vice Provost for inclusive excellence; newly recruited to the Vanderbilt Community
    - Early efforts in:
      - Building a sense of community among faculty
      - Advancing best practices in faculty searches
      - Assessing accessibility challenges and opportunities

- Academic Affairs Capital Projects
  - Current Projects in renovations and additions
    - School of Nursing
    - E. Bronson Ingram Residential College
    - Divinity School
    - Eskind Biomedical Library

- Visit to Office of the Provost website to learn about additional projects

**Questions:**
- How did you get faculty on-board with the Immersion Vanderbilt new method?
  - It went thru many phases, and went to the 4 main undergraduate schools for their input and went thru the governance and was adopted to be included on transcripts. Due to changes in curriculum, changes can take years.
- Is there any talk about online classes?
  - We have talked about it but haven’t mandated it. The first online degrees were offered via Peabody College. Many schools are looking into online degree programs or online for degree classes.

**CLOSING**

The **next meeting will be held February 13 at 8:30 a.m. at the Student Life Center, Board of Trust Room**

Meeting was adjourned 10:02 am.