



Meeting Minutes: Tuesday, March 13, 2018 SLC, Board of Trust Room

Present:

Anderson, Katherine
Biqiku, Laurel
Brassil, John
Brooks, Kay
Caldwell, Caroline
Carlson, Robin
Chiavini, Amanda
Choate, Corey
Clark, Joanna
Clemmons, Lee
Cooley, Emma
Erickson, Catherine
Fields, Craig
Garrett, Bailey
Hall, Andy
Harbin, Rachel
Heaton, Ashley
Higgins, Ed
Johnson, Judy
Jones, Eric
Karls, Aletha
King, Amanda
Korab, Emily
Little, Geoff
Loudon, Jeff
Mandeville, Jenny
Marshall, Jordan
McDaniel, Jon-Michael

Meadows, Shelley
Pickert, Donald
Pierce, Tania
Porter, Beth
Rall, Kathleen
Rauh, Jonathan
Richter, Andy
Rutledge, Scott
Seezen, Karen
Sefcik, Stephanie
Smothers, Natalia
Stanard, Ray
Turney, Kerrie
Wachter, Michelle
Weisbrodt, Cathy
Westrom, Lynn
Williams, Megan
Woche, Melissa

Not Present:

Anderson, Chrystie
Balthrop, Merry
Barrow, Terri
Begarly, Brandon
Berry, Carolyn
Blackledge, Phillip
Bonner, Stacey
Brady, Al

Brown, Kenneth
Buchanan, Leslie
Daughtdrill, Latrice
De Los Santos, Wil
Dixon, Michele
Doss, Dana
Eckert, Danielle
Fann, Drew
Fisher, Joe
Giese, Tiffany
Halman, Malina
Harvey, Gregory
Hill, Debbie
Hughey, Jasen
Lord, Sara
Luce, Nathaniel
Malone, Amelia
Miller, Jean
Oliver, Leshuan
Pring, Michael
Robinson-Nichols, Ursula
Sanchez, Monica
Scott, Carjamin
Sierra, Anthony
Sims, Beth
Tharp, Anthony
Turner, Kimberly
Vincz, JaNiece
Waits, Robert

Watkins, Heather

Sent Regrets:

Barclay, Samantha
 Clark, Kristen
 Cruise-Streat, Kirra
 Latham, Vickie
 McClure, Nathan
 Parks, Liv
 Preston, Chris
 Ruiz, Carlos
 Soren, Carol
 Sprague, Megan
 Taylor, Susan
 Williams, Tara

Visitors:

Carroll, Barbara
 Gibson, Madison
 Grant, Deborah
 Kopstain, Eric
 Perry, Alexis

8:31 am Vice President Jenny Mandeville called the meeting to order.

OLD & NEW BUSINESS ANNOUNCEMENTS

- Approval of February 2018 minutes
- Check us out on Facebook and Twitter
- Please sign up for the Employee Hardship Fund thru your Kroger Plus Card
- President Michael Pring is currently on medical leave. If you would like to sign the card that is circulating or contribute monetarily, please see Jenny Mandeville.

COMMITTEE REPORTS

Events, co-chairs Judy Johnson & Amanda King

- 641 lbs of food was donated to Second Harvest Food Bank of TN to the Spread the Love campaign.
- 5 units of blood were donated at the Red Cross Blood Drive.

Membership Committee, co-chairs Amanda Chiavini & Caroline Caldwell

- Reapportionment required with SkyVU transition as department numbers were consolidated.
- Minimal changes in group representation are required
- Changes will likely be addressed with the upcoming elections and be effective starting with next year's term.

- Elections for EVEN number groups will begin with a call for nominations later this month.
- Thank you for Our March greeters: Chrystie Anderson, Lee Clemmons, and Aletha Karls
- Happy birthday to March birthdays!

Communications, chair Carlos Ruiz

- No new business to report

Rules and Administration, co-chairs Ashely Heaton & Emily Korab

- Updating the bi-laws continues

Staff Life, co-chairs Andy Richter & Jeff Louden, Kay Brooks

- No new business to report

Natalie Figlio, Program Assistant, Commencement & Special Events

- Setup for commencement begins April 23
- May 3: Senior Day & Commencement Volunteer Meeting
- May 9: Commons Open House & The Party
- May 10: Senior Day Speaker & Faculty Seminars
- May 11: Commencement
 - 3,875 graduates received degrees
 - 28,000 attendees over 3 days
 - 29,775 chairs set across campus
 - www.vanderbilt.edu/commencement - sign up to volunteer if you can
 - Follow us on Facebook, Instagram, and Twitter
- Smart Phone App –
 - Emergency notifications
 - Personalized schedule
 - Campus map w/ walking routes
 - Parking
 - Checklists
 - Event descriptions
 - SEARCH App: Vanderbilt Commencement
- In order to make commencement successful, we need you!
 - Proper training
 - Will occur onsite with lunch provided
 - Detailed instructions for each post
 - Professional Look
 - Support Materials
 - Commencement handbook
 - New and revised maps
 - Commencement day hospitality tent

- Coffee, drinks, and snacks & lunch
- How do you sign up?
 - WEBSITE: faculty volunteers thru SignUp Genius
 - Social media
 - Call commencement office 322-2870 or commencement@vanderbilt.edu

Nicholas Zeppos, Chancellor, Vanderbilt University

- Instead of us living to create something new, we need to live to work to make things we already have bigger and better than you could imagine.
- Ask yourself what gives yourself meaning; what are the pathways for your growth at Vanderbilt?
- You are what makes Vanderbilt special and what makes it work. Everything you do IS Vanderbilt.
- Thank you for serving on USAC even during your busy schedules. Your influence in making positive change is great. Universities are an ever-changing place. Something new is always coming along.
- The launch and execution of SkyVU was outstanding. We were long overdue for a change.
- The West End building improvements is occurring, and it is for the better. The beauty, design, and execution is an orchestral effort from our employees.
- I wrote an op-ed piece regarding “Slow College.” It was about taking a breath and taking a moment to talk to somebody and slow down.
- A lot of these new companies do not have relationships with their employees such as Uber and Amazon. We are in a relationship-business. We are into slow cooking not anonymity. We are still into talking and discussing challenges or interacting with each other. Slowing down and learning about each other subjects yourself to much more diversity and inclusion. We are building on slow-food and slow colleges.
- There may be 10-15 universities in America that are going to make a set of relationships that drive why people work at universities and study on our campus.
- We are getting better at focusing on the quality of life and work, values and culture of Vanderbilt. Personal and professional development remain at the top of my list.
- Universities are the punching bag for people especially in this time. You need to be an advocate for what you do. I hope you can be proud and support one of the most powerful institutions in America. Our medical center partner cures diseases every day. We are not perfect, but university approval rating is around 60%. Congress’ approval rating is around 8% which, really, is a “disapproval” rating.
- When they say that a computer could take your job, the computer would really want to be humanized. Computers have no value but people do. Currently, we’re doubling down on the human connection.
- The stigma is that universities just yell at each other and book controversial speakers. We are viewed as uncivilized and uncultured and close-minded. Indifference among people is how you find commonality.

- In 2016, we made improvements to starting wages and improved our PTO. We also added the day of after Thanksgiving as a Vanderbilt paid day off.
- The campus ebb and flow is different from the medical center. We now have the holiday break for most University employees.
- We are experimenting with summer Friday flex-schedule again.
- More flexibility and time off for the summer for non-essential operations is very essential to improve and acknowledge people need time off.
- The Heart and Soul Award is new and well-deserved for people who go well beyond their call of duty.
- Staff Awards program as expanded. Giving recognition and giving awards are important to build report and appreciation.
- I am very committed to more staff development. I've challenged the chancellors to come up with new and exciting institutional-wide commitments to staff engagement in order to advance staff in their careers but also to train our next generation of leaders.
- We are continuing to advance our diversity efforts and broaden our topics and communication of Town Hall meetings. Our community needs to be broad and inclusive because that's what is equitable.
- Vanderbilt eliminated debt before the crash of 2008.
- Debt is crippling on people. If we deny that statement, then we are denying the fact that it is a struggle for the everyday person.
- 50% of our students are below the poverty level but can attend due to pell grant and scholarships.
- 45% of this year's class are students of color – the highest amount in history. This is representative of American's current cultural diversity. We are very proud of this and it meets our mission.
- We have to be a global institutions. Regardless of anybody's culture or race, they can enrich our university.
- My own two children got our tuition benefit. As an act of commitment, we need to hold that out for future generations.
- Traffic in Nashville is horrible. I feel like we have to come up with some transit solution. We are the largest non-governmental region in the state. We need to shift effort in creating sustainable solutions to traffic. We are working in different avenues to improve these efforts. We need to find ways to increase pedestrian traffic and shuttles across campus.
- I am very concerned in the cost of living in Nashville now. I could not even live in the house I lived in when I first moved here due to inflation.
- Fringe benefits such as insurance can be up to \$20,000-\$30,000 in some cases. When you believe in a place, there needs to be more in the conversation than "what's the hourly wage." We spend \$9,000/person for a health plan.
- Mental health to people in our community is still swept away and hidden. There is a stigma and it is not right to not acknowledge them. These individuals can still strive and it should be celebrated. As a society, we are so ashamed and afraid, we still continue the

notion that there is no problem. I will do what I can to invest in resources to encourage people to get great care and welcome them back. I encourage people to be open and honest with an emphasis on promoting positivity in mental health.

Questions:

How do we sign up with Bret Sweet's One-on-One class?

- We try to get a good cross-sample in the university. Email Eric Kopstain or Barb Carol or your supervisor. Bret has final selection on who attends.

Thank you for the Zeppos Report podcast. Are you still enjoying it?

- Yes, I am. University presidents have to constantly walk on eggshells so as not to offend anybody. Historically, we really don't have much of a say. I really enjoy it and it's a way to project Vanderbilt's brand and our interest in the public realm to the community.

CLOSING

The next meeting will be held April 10 at 8:30 a.m. at the Student Life Center, Board of Trust Room

Meeting was adjourned 10:12 am