



Meeting Minutes:

Tuesday, January 9, 2024
Online Zoom Meeting

Present:

Abrams, Jenny
Albright, Dallas
Allen Woody, Jennifer
Bagley, Sydney
Bahrt, Emily
Baughman, David
Bennett, Jennifer
Bergheger, Claudia
Best, Douglas
Bishop, Faith
Boone, Laura
Borgic, Kevin
Bourgoin, Jeremy
Burroughs, Machalia
Bush, Marita
Carroll, Sara
Chai, Pearl
Champion, Brittany
Conwell, Patrick
Cornwell, Cassandra
Crowhurst, Stacey
Cummings, Kenedee
Dixon, Michele

Eubanks, Lyn
Farst, Paige
Fogg, Christine
Foggie, Christina
Gilmore, Alana
Griffin, Brittany
Gyarmati, Krista
Herndon, Roger
Higgins, Ed
Hollifield, Michael
Jackson, Crystal
Jasper, Shaun
Kamtarin, Shahpar
Karns, Allen
Keever, Jeffrey
Kole, Brenda
Kurilko, Rachel
Lampley, Cassanora
Long, Madeline
Maddox, Lynn
Manlove, Sharon
Manning, Katherine
Maraniss, Andrew
McKeever-Burgett, Adam
Moody, Chance

Moore, La Tisha
Musick, Margaret
Noote, Allie
Notestine, Wesley
Perry, Caitlyn
Peters, Erin
Porter, Abby
Poston, McKenzie
Poteete, Sarah
Pratt, Jeremy
Price, Amber
Pring, Michael
Putnam, Sara
Rice, Marquita
Rivas, Beth
Schuerlein, Wendy
Sierra, Bryn
Sumlin, Alicia
Taylor, Susan
Tift, Mary Beth
Wang, Joanne
Weeks, Daravanh
Wilson, Maisie
Zuckerwise-Causton, Simon

Not Present:

Benitone, Hastings
Broadrick, Troy
Brust, Valerie
Bumpas, Elizabeth
Butner, Sean
Carroll, Chantry
Cope, Sara
Coradazzi, Danny
Crutchfield, Savannah
Dawson, T. Renee
Dickson, Nancy
Dixon, Amanda
Gibbons, Sarah
Gladu, William
Knighton, Keeouka
Lawrence Givens,
Tiffany
Masters, Richmond
Mitchell, Heather
Osa-Oni, Raven
Patterson, Mundy
Perkins, Anissa
Reed, Haley
Ryon, Chance
Smith, Amy
Smith, LaDonna
Taiman, Matt
Turner, Kimberly
Weissinger, Jeffrey

Guests:

Adams, Aubrey
Andrews, Stacey
Bennah, nonie
Blakely, James
Borowski, Alex –
guest speaker
Bukowski, Michelle
Carpenter, Kitt –
guest speaker
Cesarone, Amy
Coppinger,
Whitney
Crawford, Tony
Gibson, Madison
Glasgow, Scotty
Hammons,
Stephanie
Hanna, Julie –
guest speaker
Harding, Amanda
Harrison, Kimberly
Hooper, Kevin
Hyer, Nick
Ice, Chad
Johnston, Caroline
Jones, Kara
Jones-Wright,
Sydney
Karpinski,
McKenzie
Kumar, Bojana –
guest speaker
McKelvy, Deniz
Miller, Tiffany
Moore, Teea
Morris, Morgan
Naifeh, Jake
Parker, Patricia
Puckett, Mike
Reed, Haley
Reeves, Kellea
Richter, Andy
Ross, Kylie

Sayed, Lailuma
Scogin, Bailey
Smithson, Carmen
Steen, Jessica
Stoecklein, Phillip
Wareham, Jolie
Grace – guest
speaker
Wilhelm, Anita

WELCOME

Adam McKeever-Burgett, President, called the Meeting to order at 8:33 am

Agenda

- Welcome
- Alex Borowski and Jolie Grace Wareham, Office of the Chancellor – VandyVerse Virtual Platform and Interactive Photo Mural
- Julie Hanna and Bojana Kumar, Human Resources, Retirement Plan Enhancements
- Professor Kitt Carpenter, E. Bronson Ingram University Distinguished Professor of Economics and Health Policy and Director, Vanderbilt Center for Research on Inequality and Health
- USAC Announcements and Business

Keynote Speakers

- Alex Borowski and Jolie Grace Wareham, Office of the Chancellor – VandyVerse Virtual Platform and Interactive Photo Mural
 - Vanderbilt continues to celebrate its Sesquicentennial with events and exhibits across campus, and a new virtual platform has been created to allow alumni and friends celebrate the 150th anniversary from anywhere in the world.
 - Vandyverse, is a unique Vanderbilt experience best viewed on a desktop or laptop computer, allows users to explore the Vanderbilt campus through virtual exhibits and engaging content which highlights key aspects of the university's past and present.
 - <https://event.vvenues.com/vandyverse>
 - Enter [Central Library](#) for historical information
 - Enter [Memorial Gym](#) for videos
 - Visit [Alumni Lawn](#) for the present and future information
 - Enter the [Interactive Photo Booth](#) to upload photos and videos taken of staff and staff events during the year for the wrap up video at the end of the Sesquicentennial year.
 - Review Timeline and email 150@vanderbilt.edu if you know of missing information.
 - Also created is an interactive Photo Mural for community members to contribute their own images.
 - <https://www.vanderbilt.edu/150/mural/>
 - View photos from the last 150 years.
 - Upload your own current or archival photos.
 - Email your photos to 150@vanderbilt.edu.
 - V150 Coffee Table Book pick up at the Book Store – January 18th from 9 AM – 6 PM.
 - Bring VU ID
 - No need to reserve a copy.
 - 1000 distributed during first 2 days.
 - Ok to pick up a book for a colleague; bring ID, and let them know ahead of time.

- Julie Hanna and Bojana Kumar, Human Resources, Retirement Plan Enhancements
 - Effective Jan. 1, 2024, the university will match employees' contributions to their retirement plan up to 6 percent, up from the previous 5 percent
 - To take advantage of the increased match, visit www.netbenefits.com/vanderbilt to update your voluntary contribution
 - New hires and rehires will be auto-enrolled in the retirement plan at the 6 percent match
 - Current employees may update their voluntary contribution percentage, investment elections or beneficiaries at any time
 - Option 1 – call Fidelity's Retirement Service Center at 800-343-0860 and request to have your voluntary contributions in the Vanderbilt Retirement Plan changed
 - Option 2 – complete through Fidelity Netbenefits
 - Register for online access at www.netbenefits.com
 - Option 3 – complete through Fidelity mobile app
 -
- Professor Kitt Carpenter, E. Bronson Ingram University Distinguished Professor of Economics and Health Policy and Director, Vanderbilt Center for Research on Inequality and Health
- Why Vanderbilt launched an Inequality Center
 - Vanderbilt has outstanding researchers studying inequality and health, but their activities are not well-coordinated.
 - Center Goal 1 – to unite scholars across school/disciplinary lines to amplify societal impact.
 - Center Goal 2 – to engage in new, larger cross-institutional research, funded by extremal awards.
 - Center Goal 3 – to elevate Vanderbilt as a leader in this space while advancing our EDI mission.
- What is the Center
 - Part of Discovery Vanderbilt
 - Opportunity Vanderbilt – 2008 – undergraduates graduate without student debt
 - Destination Vanderbilt – 2020 – leading and rising faculty stars hired
 - Discovery Vanderbilt – 2022 - expanding economic and social impact
 - Partnership between College of Arts and Science and the School of Nursing
 - Multi-year investment to support new and existing faculty, postdocs, students, and staff.
 - Leverages and complements all Provost investments in grants management, research partnerships, graduate education, and faculty recruitment and retention.
- Three Core foci
 - LGBTQ+ Health (building on LGBTQ+ Policy Lab)
 - Racial health inequalities, including the roles of gun violence , mass incarceration, etc.
 - Economic inequalities and health
- Supporting Actions
 - Hire new faculty in these focal areas.
 - Connect and incentivize faculty to develop new grants.
 - Provide grant writing professional development.
 - Host visible external seminar series with top scholars .

- Who is involved in the Center
 - Kitt Carpenter – Director
 - Tara McKay – Associate Director (MHS)
 - Shelagh Mulvaney – Associate Director (Nursing)
 - Two support staff – program coordinator, administrative specialist
 - Many faculty affiliates.
- Where is the Center located
 - 3rd floor of Buttrick Hall
 - Newly expanded and renovated space
 - Cross-discipline faculty suites
 - Large seminar/conference room
 - Easily accessible – 5 -10-minute walk from almost anywhere on campus.
- When will the Center’s key activities happen
 - Fall 2023 – official Center launch event, weekly seminar and grant writing workshops, 2 new faculty welcomed
 - Spring 2024 – faculty search in social and economic inequality, spring seminar and grant writing series, launch small grants program
 - Wednesdays 12 – 1 PM – lunch and learn – free lunch in Buttrick 344
- Questions? Feedback? Visit vu.edu/crih, contact Kitt at Christopher.s.scarpenter@vanderbilt.edu, email the Center at inequalitycenter@vanderbilt.edu.

USAC Business

Minutes

- December Minutes – to be approved in February.

Announcements

- Employee Critical Support Fund:

The Employee Critical Support Fund, previously called the Employee Hardship Fund, was established in 1994 to financially assist Vanderbilt faculty and staff who are experiencing a non-recurring sudden or emergency-related financial hardship due to an unforeseen or unavoidable event.
- How to contribute:
 - The **Kroger Community Rewards** program supports the Employee Critical Support Fund through grocery purchases. Everyone must re-sign up - for the Vanderbilt Employee Critical Support Fund. [Kroger Community Rewards | Initiatives | University Staff Advisory Council | Vanderbilt University](#)
 - Remember to do this again; if you did it previously, it is associated with VUMC and your funds are going to VUMC.
 - Can also give through **Vanderbilt Payroll Deduction**. [Giving to Vanderbilt through payroll deduction](#)
 - Encourage co-workers to to set up monthly automatic monthly gifts to the Employee Critical Support Fund.
 - This Fund helps colleagues experiencing one-time hardships.
 - Please consider setting up a payroll deduction – in any amount – even \$5 monthly from many of us will increase the number of community members who can benefit.
- Sign up for the Vanderbilt Unity Lab
 - Intercultural-competency training program

- For Vanderbilt staff and faculty, undergraduate and graduate students, and post docs.
- Purpose is to expand intercultural competency and learn how to better engage across and within differences.
- The Unity Lab will integrate the training modules into a single program, collecting data on the effectiveness of the modules with the goal of developing an effective and efficient intercultural training program that can be replicated at other institutions and organizations.
- [Sign up](#) to be part of the Vanderbilt Unity Lab's second training cohort.
- Successful applicants will receive, in addition to a modest stipend, semester-long training in four internationally recognized training modules designed to equip them with the tools necessary to strengthen the bonds of cultural affinity and promote civil discourse. [Submit your interest here](#) or email unitylab@vanderbilt.edu with any questions.

Committee Reports:

Communications Committee:

- Co-Chairs:
 - Faith Bishop and Alana Gilmore
- Remember USAC's social media – Instagram, Twitter/X.
- Tip of the Month – January –Virgin Pulse
 - New Year – Healthier You!
 - Loggin In/Getting Started
 - \$40 Pulse Cash Health Assessment
 - Daily Cards and Daily Habits
 - Journeys
 - Challenges
 - Keep an eye on socials for tips to complete your wellness goals through Virgin Pulse.
- Next Meeting: January 11; 10 AM, via Teams

EDI Committee:

- Co-Chairs:
 - Shahpar Kamtarin and Cassanora Lampley
- Action Items
 - EDI Training Initiative
 - Days of Significance Accommodation – working on the dashboard for the initiatives our committee will be focusing on this year, to try to complete it by January 19th, to have it ready for the January Executive Committee Meeting.
- Heritage Month Spotlight - January
 - Dr. Martin Luther King, Jr. Day – Monday, January 15, 2024 (also Dr. King's actual birthday)
 - Joint Day of Service - Saturday, January 13, 11 AM – The Cal Turner Family Center at Meharry Medical College
 - March and Convocation
 - Registration and hoodie pick up – 7 AM
 - Busses depart Branscomb Quad – 8:15 AM
 - March – 9 AM – Jefferson Street MBC to TN State University Gentry Center
 - Convocation 10 AM – TSU Gentry Center

- Keynote Speaker – Nikki Giovanni
 - Vanderbilt Program
 - Keynote Speaker – Khalil Ekulona – 1:30 PM – Sarratt Cinema
 - Fisk Gymnastics Meet – 3 PM – Memorial Gymnasium
- Next Meeting: January 16; 1 PM, via Teams

Events Committee:

- Co-Chairs:
 - Michael Hollifield and Sara Carroll
 - Thank you outgoing Co-Chair - Daravanh Weeks
 - Welcome new Co-Chair - Sara Carroll
- Tour the Broadview – Wednesday, January 24; 11 AM
 - 1st public – private partnership – VU owns the land; partner company built and manages the property.
 - Everyone in the community is eligible to live there – graduate students, undergraduate students, faculty, staff, etc.
 - Opened this summer.
 - Reservation needed. https://www.signupgenius.com/go/10C0944AFAD23ABFCC16-47056549-tour#
- Next meeting: January 16; 9:30 AM

Membership Committee:

- Co-Chairs:
 - Christine Fogg and Krista Gyarmati
- Birthdays January:
 - Claudia Bergheger, Michael Hollifield, Shaun Jasper, Cassanora Lampley, Margaret Musick, Meaghan Mundy, McKenzie Poston, Chance Ryon, LaDonna Smith, Susan Taylor
- Meet a Member:
 - Christine Fogg, Senior Financial Analyst, Facilities
- Next Meeting: January 24, 10:30 AM, via Teams

Rules and Administration:

- Co-Chairs:
 - Sean Butner and Amy Smith
- No Report
- Next meeting: TBD

Staff Life

- Co-Chairs:
 - Jennifer Bennett, Jeremy Bourgoin, Danny Coradazzi
- Sub-Committee formed:
 - Executive and higher level route moving forward
 - January is proposal writing month and editing of introduction uniting the proposals
 - February and March will be for compiling and editing
 - Meetings are on Wednesdays, monthly, at 1 PM
- Next Meeting: January 24; 1 PM

Next Meeting:

- Tuesday, February 13, 2024
- Via Zoom – 8:30-10 AM

- Email: usac@vanderbilt.edu

ADJOURN

Adam McKeever-Burgett, President, adjourned the Meeting at 9:44 am.

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