



Meeting Minutes:

Tuesday, February 13, 2024
Online Zoom Meeting

Present:

Abrams, Jenny	Cope, Sara	Moody, Chance
Albright, Dallas	Cornwell, Cassandra	Moore, La Tisha
Allen Woody, Jennifer	Crowhurst, Stacey	Musick, Margaret
Bagley, Sydney	Cummings, Kenedee	Noote, Allie
Bahrt, Emily	Dickson, Nancy	Osa-Oni, Raven
Baughman, David	Fogg, Christine	Perry, Caitlyn
Bennah, Noni	Foggie, Christina	Peters, Erin
Bennett, Jennifer	Gibbons, Sarah	Porter, Abby
Bergheger, Claudia	Gilmore, Alana	Poteete, Sarah
Best, Douglas	Griffin, Brittany	Pratt, Jeremy
Bishop, Faith	Herndon, Roger	Price, Amber
Boone, Laura	Higgins, Ed	Putnam, Sara
Borgic, Kevin	Hollifield, Michael	Rice, Marquita
Bourgoin, Jeremy	Jackson, Crystal	Rivas, Beth
Broadrick, Troy	Jasper, Shaun	Ryon, Chance
Brust, Valerie	Karns, Allen	Schuerlein, Wendy
Bumpas, Elizabeth	Keever, Jeffrey	Sierra, Bryn
Bush, Marita	Kurilko, Rachel	Smith, Amy
Butner, Sean	Lampley, Cassanora	Smith, LaDonna
Carroll, Sara	Long, Madeline	Sumlin, Alicia
Chai, Pearl	Maddox, Lynn	Taylor, Susan
Champion, Brittany	Manlove, Sharon	Wang, Joanne
Conwell, Patrick	Manning, Katherine	Weeks, Daravanh
	Maraniss, Andrew	Wilson, Maisie
	McKeever-Burgett, Adam	Zuckerwise-Causton, Simon

Not Present:

Benitone, Hastings
Burroughs, Machalia
Carroll, Chantry
Coradazzi, Danny
Crutchfield, Savannah
Dawson, T. Renee
Dixon, Michele
Dixon, Amanda
Eubanks, Lyn
Farst, Paige
Gladu, William
Gyarmati, Krista
Kamtarin, Shahpar
Knighton, Keeouka
Knighton, Keeouka
Kole, Brenda
Lawrence Givens, Tiffany
Masters, Richmond
Mitchell, Heather
Notestine, Wesley
Patterson Mundy
Perkins, Anissa
Poston, McKenzie
Pring, Michael
Reed, Haley
Taiman, Matt
Tift, Mary Beth
Turner, Kimberly
Weissinger, Jeffrey

Guests:

Adams, Laura
Adams, Aubrey
Alini, Evan
Andrews, Stacey
Arizaga, Emily
Blakely, James
Brooks, Bari
Bukowski, Michelle
Christiansen, Doug – Guest
Speaker
Crawford, Tony
Cummings, Eric
Dicker, Rory – Guest Speaker
Douglass, Amber
Franklin, TaShunda – Guest
Speaker
Gibson, Madison
Glasgow, Scotty
Greenway, Kyle
Hammons, Stephanie
Harding, Amanda
Hooper, Kevin
Hyer, Nick
Jones, Kara
Karpinski, McKenzie
Leibowitz, Miriam
Liebman, Paul
Lloyd, Richard
McClellan, Kristine
Morris, Morgan
Naifeh, Jake
Parker, Patricia
Pastrana, Mikey
Pinson, Craig
Puckett, Mike
Raiszadeh, Sara
Reed, Haley
Reeves, Kellea
Richter, Andy
Ross, Kylie
Sprinkle, Mary Margaret
Stoecklein, Phillip
Tucker, Tim
Vaught, Krista – Guest Speaker
Wilhelm, Anita

WELCOME

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

- Welcome and Review of the Agenda
 - Rory Dicker, Director, Margaret Cuninggim Women's Center
 - Doug Christiansen, Vice Provost for University Enrollment Affairs and Dean of Admissions and Financial Aid
 - USAC Announcements and Business

Keynote Speakers

- Rory Dicker, Director, Margaret Cuninggim Women's Center
 - The Women's Center provides programming, consultation, and support in the areas of feminism and gender equity, sex education, and in self-advocacy to the Vanderbilt Community. <https://www.vanderbilt.edu/womenscenter/>
 - Mission
 - The Margaret Cuninggim Women's Center is an affirming space for women and for all members of the Vanderbilt community that actively resists sexism and all forms of oppression by providing resources and educational programming.
 - Core Values
 - We believe that progress toward gender equity calls all of us to be champions for change.
 - We work to build community in diversity by creating spaces for open dialogue.
 - We strive to foster a community of belonging on Vanderbilt's campus and to empower all people to have a voice.
 - What is the Women's Center?
 - Common Myths about Women's Center
 - The Women's Center is a health center.
 - Only people who identify as women can use the Women's Center.
 - The only people who go to the Women's Center are those who have been sexually assaulted.
 - People only go the Women's Center when they have a problem.
 - What the Women's Center Does NOT Do
 - We do not provide health services.
 - We do not handle gender-based violence or Title IX issues. Project Safe does this.
 - What the Women's Center Does
 - We provide programming, consultation, and support in 3 main areas:
 - Sexuality education
 - Feminism and gender equity
 - Self-advocacy
 - Provide undergraduate internships.

- Vandy Sex Ed
 - Women’s Center Ambassadors
 - The Bold Space
- Resources
 - Free items – condoms, personal lubricant, menstrual products, pregnancy tests, emergency contraception, lactation space and breast pumps
- History
 - Founded in 1978, the Margaret Cuninggim Women’s Center is named after the last Dean of Women at Vanderbilt, Margaret Cuninggim.
 - The Women’s Center has been in the same location, Franklin House on West Side Row, since its opening.
 - The Women’s Center stands firm on its commitment to “celebrating women and empowering all,” running such programs as Feminism 101, Vandy Sex Ed, Work-Life Workshops, Women in the Academy, and the Cuninggim Lecture on Women in Culture and Society.
 - Among other awards, each year the Women’s Center presents the Mary Jane Werthan Award to an individual who has significantly contributed to the advancement of women at Vanderbilt, named for the first woman to sit on the Board of Trust.
 - The Project Safe Center for Sexual Misconduct Prevention and Response began as a program in the Women’s Center in 2000, after Vanderbilt received a \$435,000 grant from the US Department of Justice’s violence against women initiatives.
 - The initial programming on violence against women at Vanderbilt included peer educators presenting on date rape and other violent crimes and a Women’s Studies course titled Gender and Violence.
 - In 2014, Project Safe became its own center with its own space. It continues to educate and support Vanderbilt faculty, staff, and students on bystander intervention and sexual misconduct prevention and response, among other things.
 - Vanderbilt celebrates Women’s History Month each March. Women’s History Month honors and celebrates the struggles and achievements of women of all nations and cultures.
 - March 4 Kickoff at noon at the Vanderbilt Women’s Center – refreshments, conversation, and pick up a calendar of the month’s events – something every day.
 - March 21 hosting a lecture – *A League of Our Own: The Women Leading Nashville Metro Council*; 6:00 PM, Central Library; Community Room.
 - The Margaret Cuninggim Women’s Center is celebrating Women’s History Month by partnering with the Community Resource Center to collect period products for donation throughout Middle Tennessee.
 - Collection bins have been placed across campus at locations including the Women’s Center, Central Library, the Graduate School, the School of Nursing and the University Counseling Center.

- The Community Resource Center is a nonprofit organization that focuses on supplying hygiene products to those in need in the local community. As one of its projects, the CRC is working to end the lack of access to menstrual products, hygienic waste management and education about menstruation. The CRC is the largest provider of free period supplies in Middle Tennessee, distributing more than 160,000 period products in 2022.
 - In addition to the monthlong product drive, the CRC is hosting “Dishin’ Up Dignity,” an event to raise awareness about period poverty in Middle Tennessee, where period products are unaffordable to more than 60,000 students.
 - Vanderbilt is co-sponsoring the event, and attendees will hear from a panel of local educators, elected officials and national period poverty experts.
 - The event will take place on Wednesday, March 8, which is International Women’s Day.
 - Period Product Packing Party will be held on Friday, March 31 at noon.
 - Attendees will pack menstrual products for distribution to nonprofits and schools in Middle Tennessee.
 - In addition to dropping products in collection bins, Vanderbilt community members may purchase items for the Community Resource Center through its Amazon Wishlist.
 - Newsletter – sign up - <https://www.vanderbilt.edu/womenscenter/mailling-list>
 - 4 Staff Members –
 - Rory Dicker, Ph.D., Director, rory.dicker@vanderbilt.edu;
 - ReAnna Roby, Ph.D., Assistant Director, reanna.robby@vanderbilt.edu;
 - Sarah Brennan, MA, MSW, Program Coordinator, sarah.a.brennan@vanderbilt.edu;
 - Libby Crew, Administrative Assistant, l.crew@vanderbilt.edu
- Doug Christiansen, Vice Provost for University Enrollment Affairs and Dean of Admissions and Financial Aid
 - Fall 2023 undergraduate admissions highlights, enrollment affairs, and the impact of the recent supreme court ruling on the work of his areas.
 - Fall enrollment 2023 - 7,143 compared to 2014 – 6,818; 2023 applications – 46,248 compared to 2014 applications – 29,518; 2023 % admitted – 6.1% compared to 2014 % admitted – 13.1%; 2023 1st time in college yield – (accepted v. enrolled) % - 57% compared to 2014 1st time in college yield – (accepted v. enrolled) % – 39.5%; 2023 race/ethnicity – 50.1% compared to 2019 race/ethnicity – 42.1%;
 - Opportunity Vanderbilt, which has recently been expanded.
 - Opportunity Vanderbilt allows all Vanderbilt student undergraduates to complete their degree without student debt.
 - 65% of undergraduates receive some sort of financial aid.
 - \$71,283 is the average financial aid package for students with demonstrated financial need.
 - Supreme Court Ruling

- Vanderbilt convened a task force to continue the university's ability to ensure equal opportunity utilizing a race neutral process. University has been planning for this sea change for some time.
 - The university continues to work to identify and recruit a wide and deep pool of applicants from around the country and the world. Focusing on recruiting from more underserved high schools, in small towns, and in rural communities; with more POSSE focus; using Quest Bridge matching.
 - Vanderbilt is committed to nurturing a rich, diverse academic community.
- Krista Vaught and TaShunda Franklin – Employee Learning and Engagement
 - Unlocking your potential at Vanderbilt
 - Opportunities available for employee learning and professional development
 - Innovative and meaningful learning experiences
 - Creating space to foster conversations and connections.
 - Encouraging a culture of learning and growth.
 - Vision
 - Every employee to feel connected and integral to Vanderbilt's mission.
 - Empowered to invest in themselves and succeed in their roles
 - Engaged in the campus community.
 - Inspired to design their best future
 - Support for Employees
 - Live learning experiences and self-paced resources
 - New staff orientation
 - Leadership development
 - Organizational and team development
 - Employee appreciation and engagement
 - May 20 – Staff Assembly
 - Sign up for the Rooted in Learning newsletter.

USAC Business

Minutes

- January Minutes – approved.

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.
 - Give a gift from the heart.
 - A giving campaign to support our colleagues in their times of need.
 - Join colleagues from across campus in giving a sustainable gift from heart on February 14 by setting up payroll deduction to give to the Employee Critical Support Fund. \$5 monthly makes a BIG difference!
 - Cassanora Lampley shared her story of how valuable the ECSF was when she was unexpectedly displaced from her home.

- Attend the MLAS – Master of Liberal Arts and Science - Saturday University – March 2 from 10 AM – 3:30 PM – Cohen Memorial Hall; Peabody Campus

Committee Reports:

Communications Committee:

- Co-Chairs:
 - Faith Bishop and Alana Gilmore
- Tip of the Month – Did *YOU* Know?
 - February – MoveVU, Transportation and Sustainability
 - Daily and Monthly Parking Program
 - WeGo Transit
 - Sustainable Commute Credit & Guaranteed Ride Home
 - Commute Concierge
- Remember USAC's social media – Instagram, Twitter/X.
- Next Meeting: February 22; 2 PM, via Teams

EDI Committee:

- Co-Chairs:
 - Cassanora Lampley and Raven Osa-Oni
 - Thank you to Shahpar. Welcome to Raven Osa-Oni.
- Ongoing Projects
 - Days of Significance Accommodation
 - EDI Training Initiative – transition into initial analysis phase
- Heritage Month Spotlight - February
 - Black History Month – February 1 – 29, 2024
- Next Meeting: February 27; 10 AM, via Teams

Events Committee:

- Co-Chairs:
 - Michael Hollifield and Sara Carroll
- Toured the Broadview – now open to grad students and - faculty and staff.
- Next meeting: February 20; 9:30 AM

Membership Committee:

- Co-Chairs:
 - Christine Fogg and Krista Gyarmati
- Birthdays - February:
 - Dallas Albright, Nonie Bennah, Troy Broadrick, Sean Butner, Danny Coradazzi, Lyn Eubanks, Alana Gilmore, Crystal Jackson, Madeline Long, Andrew Maraniss, Anissa Perkins, Sara Putnam, Haley Reed, Kiimberly Tuner
- Meet a Member:
 - Cassanora Lampley, Associate Director - Employee Experience and EDI Excellence - Career Advancement & Engagement
- Next Meeting: February 27, 10:00 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 Bourgoïn, Danny Coradazzi
- Summary of Issues – EdAssist/HR Response:
 - Acknowledgements:
 - Stressful and cumbersome process.
 - Appreciated the depth of research shared.
 - The need for more clarity around tax implications.
 - Confusion @ how discounts are calculated.
 - Resolutions (Interim):
 - Encouraged to engage more with tuitionbenefuit@vanderbilt.edu
 - Can now file “in progress” for courses that have not received a grade.
 - Emphasis on reaching out to a tax professional for assistance with proper filing methods.
 - Clarity being added to the website about how discounts/scholarship interest with the tuition discount.
 - Will share on the website a clear formula for calculations
- Ongoing initiatives:
 - Mega proposal of themed summary of issues – in progress
 - Serving as a relay point for staff concerned about return-to-work/in-person policies.
 - USAC is best positioned to advocate for considerations related to return-to-work and the ripple impact of that decision.
 - Ideas about improving the in-person work experience for staff during this time can be submitted to staff Life Co-Chairs.
- Next Meeting: February 21; 1 PM via Teams.

Next Meeting:

- Tuesday, March 12, 2024
- Via Zoom – 8:30-10 AM
- Email: usac@vanderbilt.edu

ADJOURN

Adam McKeever-Burgett, President, adjourned the Meeting at 9:59 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.