



Meeting Minutes: Tuesday, November 10, 2020

Online Zoom Meeting

Present:

Barclay, Samantha	Johnston, Caroline	Saxon, Allie
Clemmons, Lee	Kelley, Emily	Jones, Haley
Taylor, Susan	Kiolbasa, Mary	Smith, Amy
Carter, Marsha	Perry, Will	Woodruff, Karen
Crowhurst, Stace	Porter, Beth	Griffin, Shore
Hill, Olivia	Baquera, Felisha	Kamtarin, Shahpar
Bennett, Garrett	McKeever-Burgett, Adam	Fuchs Hritz, Kathleen
Conwell, Patrick	Nashabi, Maya	Johnson, Faye (Linda)
Davis, Jessamyn	Wang, Rong "Joanne"	Yockey, Heather
Fox, Anita	Ripley, Kate	Bess, Angela
Pring, Michael	Anuj Rastogi, Anuj	Charley, Myles
Clair Brigman, Clair	Dawson, Toni Renee	Gracey, Lisa
Coppinger, Whitney	Faith Bishop, Faith	Higgins, Ed
Hansbrough, Sean	Ingram, Donna	Robertson, Katelen
Hollifield, Michael	Jennifer Bennett, Jennifer	Fields, Craig
LeBlanc, Jennifer	Kimberly Turner,	Maddox, Lynn
Loudon, Jeff	Kimberly	Berry, Courtney
Lowe, Deni	Lawrence Givens, Tiffany	Bourgoin, Jeremy
Martin, Robert	Luffman, Josh	Farst, Paige
Robinson, Antonio	Stiles, David	Jones, Michael
Rutledge, Scott	Walker, Susan	Templeton, Alison
Wolff, Jeannette	Butner, Sean	Cole, Victoria
Artus, Meagan	Harding, Amanda	Hastings, Lynn
Brown, Jacquelyn	Manlove, Sharon	Mundy, Meaghan
Carroll, Chantry	Mullen, Becky	Rall, Kathleen
Cherry, Sandy	Weisbrodt, Cathy	May, Ela
Pickert, Donald	Putnam, Sara	King, Amanda

Gibson, Madison
Nelson, Roberta (Rob)
Sims, Beth

Not Present:

Best, Douglas
Cedzich, Michele
Halman, Michelle
Jackson, Donald
Armstrong, Anjelica
Engstrom, Steven
Bordenstein, Sarah
Smith, LaDonna
Linski, Jamie
Williams, Tara
Steffanick, Adam
Graham, Kashif
Osinski, Keegan
Anderson, Matthew
Sanders, Sara
Jensen, Lena
Mullane, Courtney

Guest:

Brooks, Bari
Dooley, Kyle
Moore, Teea
Rucker, Cleo
Sierra, Bryn

WELCOME

Caroline Johnson, President, called meeting to order at 8:30am

- Welcome

NEW and OLD BUSINESS ANNOUNCEMENTS

- Minutes – October
 - Minutes are posted on the website each month prior to next meeting
 - Approved
- Employee Hardship Fund
 - These funds go directly to support the Faculty and Staff Hardship Fund for those employees experience temporary hardships.
 - More information can be found her for both Kroger Community Rewards and the Faculty and staff Hardship Fund, <https://www.vumc.org/health-wellness/news-resource-articles/faculty-and-staff-hardship-fund>

COMMITTEE REPORTS

Communications Committee, Jeff Loudon and Ashley Majewshi Co-Chairs

- Next meeting 11/13 at 10 a.m.
- Website updates – new ribbon
 - Additional changes will be made as needed
- Social media request form live under contact us
- December will have breakout rooms and possible zoom group photo

Events Committee, Amanda King and Jennifer Bennett Co-Chairs

- Elf Program 2020
 - Hardship fund will provide help to Vanderbilt parents.
 - Donations will be accepted at ELP building
- Virtual Coffee Breaks
 - November 18th
 - Breakout groups
 - Registration link in USAC newsletter

Membership Committee, Cathy Weisbrodt and Lynn Hastings Co-Chairs

- November Birthdays
- Meet a USAC Member
 - *Haley Jones, Program Coordinator/Credentials Analyst, Office of the University Registrar*

Rules and Administration, Sean Butner and David Stiles Co-Chairs

- Meetings 3rd Wednesday of month at 1pm
- Tip of the month – Division of the House

- President determines whether there are more votes for or against a motion up for a voice vote

Staff Life, Amanda Harding and Jamie Linski, Co-Chairs

- Professional development proposal first view
 - Survey Results
 - 48% is unsatisfied with professional development
 - Approach
 - Review current Vanderbilt programs and research peer institution programs
 - VU poor communications
 - Peer utilized portals, certification paths, courses, etc
 - Action - Recommendation
 - Multi-phase approach
 - Phase I (immediate impact)
 - Mobilize campus wide communications
 - Improve online training and revamp user interface
 - Provide centralized support to expand existing campus wide professional development programs
 - Phase II (long term impact)
 - Build an all inclusive set of professional development resources and career guidance tools
 - Leverage oracle as a development planning/tracking hub
 - Develop a centrally coordinated set of comprehensive staff mentorship programs
- For FY21, will focus on Parental Leave
- November meeting: Wednesday 11/18 at 2 p.m.
 - Send email if interested in attending meeting

Equity, Diversity, and Inclusion (EDI) – Denise Johnson & Antonio Robinson Co-Chairs

- Heritage Calendar
 - Sub-committee will be led by Olivia Hill
 - Email usac@vanderbilt.edu if interested in being involved
 - Highlight different cultures, events
- Next meeting: 11/19 at 9 a.m.

KEYNOTE SPEAKER

Candice Storey Lee – Vice Chancellor, Athletics and University Affairs

- 1st Female Athletic Director
- Update - Football
 - Started with conservative structure

- Playing 10 SEC games
- Must meet number of player requirements
- Permanently appointed
- Multiple pandemics
 - Covid
 - Racial injustice
- Recruiting
 - Signing day tomorrow
- pillars for athletic department
 - Academic and personal development
 - Athletic excellence
 - Fan experience
 - Stakeholder engagement
- Questions
- Washington Post Article about Candace

Stacy Bonner, Wellbeing Manager

- Future programming and next steps
- Pillars – Launching January 2021 – Creating Wellbeing Newsletter
- HR Website has resources
 - Emotional Wellbeing
 - Stress Management
 - Financial Wellbeing
 - The ability to have control over your finances
 - Workplace Wellbeing
 - Ability pursue your interests, values, and purpose in order to gain meaning, happiness, and enrichment profession
 - Social Wellbeing
 - The ability to communicate, develop meaningful relationships with others
 - Physical Wellbeing
 - Ability to improve the functioning of your body through healthy eating, good exercise and sleep
 - Community wellbeing
 - The ability to activity participate in a thriving society, culture and environment
 - Family Wellbeing
 - Ability to make informed decisions
 - If you want to receive information email wellbeing@vanderbilt.edu
- Questions
 - Ability to increase PTO factor due to pandemic?

- Will look into

CLOSING REMARKS

Caroline Johnson, President

- Next Meeting:
 - Tuesday, December 8, 2020
 - Time: 8:30 am
 - Location: Zoom

Meeting was adjourned at 9:52 am.

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