



## Meeting Minutes: Tuesday, September 13, 2022 Online Zoom Meeting

### **PRESENT**

Albright, Dallas  
Baughman, David  
Beck, Rebekah  
Bennett, Jennifer  
Bishop, Faith  
Bonner, Cheryl  
Borgic, Kevin  
Bourgoin, Jeremy  
Bush, Marita  
Butner, Sean  
Carlson, Robin  
Carro, Elena  
Carroll, Sara  
Carroll, Chantry  
Casey, Drew  
Chai, Pearl  
Champion, Brittany  
Cole, Victoria  
Conwell, Patrick  
Cooley, Emma  
Cope, Sara  
Coradazzi, Danny  
Cummings, Kenedee  
Dawson, T. Renee  
Dickson, Nancy

Dixon, Amanda  
Dodson, Michael  
Eubanks, Helga  
Farst, "Paige"  
Fogg, Christine  
Foggie, Christina  
French, Caitlyn  
Gibbons, Sarah  
Gilmore, Alana  
Gioglio, Kaslista  
Gyarmati, Krista  
Harding, Amanda  
Hastings, "Lynn"  
Higgins, Ed  
Hollifield, Michael  
Jackson, Crystal  
Johnson, Denise  
Johnson, Linda  
Kamtarin, Shahpar  
Keever, Jeffrey  
Kelley, Emily  
King, Amanda  
Kiolbasa, Mary  
Kurilko, Rachel  
Lampley, Cassanora  
Lawrence Givens, Tiffany

Maddox, Lynn  
Manlove, Sharon  
Manus, Sara  
Maraniss, Andrew  
Masters, Richmond  
McKeever-Burgett, Adam  
Melson, Keire  
Moody, Chance  
Naughton, Megan  
Noote, "Allie"  
Oliver, Leshawn  
Patterson "Mundy"  
Peters, Erin  
Pezzati, Katelyn  
Poteete, Sarah  
Pratt, Jeremy  
Pring, Michael  
Putnam, Sara  
Reed, Haley  
Reeves, Kallea  
Rivas, Beth  
Sierra, Bryn  
Smith, LaDonna  
Stumpf, Jean  
Swayze, Sarah  
Taiman, Matt

Walker, Susan  
Wang, Joanne

Weeks, Daravanh  
Weisbrodt, "Cathy"

Woody, Jennifer  
Zink, Andrea

### **NOT PRESENT**

Adams, Charlton  
Benitone, Hastings  
Brust, Valerie  
Cochrane, Brian  
Crutchfield, Savannah

Dixon, Michele  
Elliott, Craig  
Knighton, Keeouka  
Long, Madeline

Mitchell, Heather  
Smith, Amy  
Turner, Kimberly  
Watson, Hollie  
Wilson, Maisie

### **GUESTS**

Adams, Laura  
Alini, Evan  
Bonner, Stacey – Guest Speaker  
Clark, Krystal – Guest Speaker  
Croteau, Kelly  
Culver, Tiffany  
Cummings, Eric  
Gibson, Madison

Glasgow, Scotty  
Harrison, Kimberly  
Hessler, Soren  
Hicks, Chris  
Jones, Pam – Guest Speaker  
Kopstain, Eric – Guest Speaker  
Leibowitz, Miriam  
Miller, Tiffany

Moore, Teea  
Porter, Abigail  
Retton, Patrick  
Rucker, Cleo  
Smith, Janet  
Vaught, Krista – Guest Speaker  
Wilhem, Anita  
Wood, Catherine

### **WELCOME**

***Amanda Harding, President, called meeting to order at 8:31 am.***

- Welcome
- Agenda Review
  - FutureVU Updates
  - Health and Wellness Updates
  - Employee Learning & Engagement Fall Offerings
  - USAC Business and Committee Reports

### **KEYNOTE SPEAKERS**

**FutureVU and Long-Term Campus Planning**  
**Eric Kopstain, Vice Chancellor for Administration**

- Together FutureVU and the Academic Strategic Plan provide a comprehensive vision for the university's footprint and provide a basis for campus stewardship that enhances the university's mission.
- Core Values and Principles which guide us:
  - VU is an internationally recognized research university with strong partnerships among its schools
  - VU believes that diversity and inclusion are integral to its mission
  - VU is a community of neighborhoods
  - VU is a historic, multi-layered, and vigorous campus
  - VU is a university that resides in a unique and distinctive park setting
  - VU is a walkable and sustainable campus
  - VU is a citizen of Nashville and the region

- Recently completed projects:
  - E Bronson Ingram College – bed count 340; square footage – 23,000; completed August 2015
  - Nichols Zeppos Residential College – bed count – 335; square footage – 254,000; completed August 2021
  - West End Neighborhood
  - Magnolia and Mayborn Buildings – square footage - 92,000, completed August 2021
  - Stadium Upgrades – completed August 2021
  - 1109 19<sup>th</sup> Ave/Multi-Use (Disciples of Christ Historical Building) – home to digital commons, faculty commons, administrative home to the Faculty Senate; square footage 20,528; completed August 2020
  - 17<sup>th</sup> & Horton Phase 1 – square footage 12,398; home to computer science and data science minor; completed October 2021
  - Owen Graduate School of Business – square footage 103,000; renovation and expansion; complete fall 2022
  - Rothschild Residential College – square footage 202,000; 330 beds; completed summer 2022
- Projects Underway
  - Graduate and Professional Student Housing – 616 beds; square footage 48,000; 7 story high and 11 story high buildings; to be completed summer 2023
  - Kirkland Hall – square footage – 7,904; to be completed summer 2023
  - Residential College C – to be completed summer 2023
- Future Projects
  - Athletics – Vandy United –
    - Basketball Operations Center/North End Zone Stadium Upgrades – square footage - 90,000; 2 practice gyms; locker rooms; weight room; training facility; football videoboard; loge box seats; visiting football locker room; Memorial Gym access; training table and dining facility; premium football seating options.
      - breaking ground fall 2022 following football season
    - Football indoor practice field – square footage 100,000; fully airconditioned.
      - breaking ground fall 2022 following football season
- Offered to provide a tour of new facilities to USAC members

## **Health and Wellness**

**Pam Jones, Associate Vice Chancellor for Health and Wellness**

**Stacey Bonner, Wellness Manager**

- Members of the team include Andrea George, Assistant Vice Chancellor of EHS & sustainability; Stacey Bonner, Wellness Manager; Hannah Proctor, Reproductive Health & Parenting Coordinator; Leigh Shoup, Director of administration
- Central role in collaborating with stakeholders across the university including the Dean of Students, Faculty Affairs, Research & Human Resources and oversees Public Health Central Command, research-focused environmental health & safety, and FutureVU Sustainability, and all expertise on health and wellness for faculty, staff, postdocs.
  - Health and Mental Health – top priority
  - Beginning January 1, 2023

- 2 new vendors
  - LYRA – mental health provider will offer EAP (Employee Assistance Program) services, will more effectively support EDI, greater choice, holistic health, diverse providers; lots of levels of care will be offered and will be available, many specialties represented; easy to coordinate and collaborate health and mental health care; For employees, spouses, children; very difficult to access services for children and very expensive; this new option will make it affordable – 12 sessions provided free of charge (currently 4); will partner with Aetna and will transition to insurance without having to change providers; online scheduling available: basic questions, basic demographics; special needs and will match you to providers and give you a group of people who will be the best fit and will only share those who can see you in 2 weeks; in person; onsite; in middle TN; and with Telehealth; 850 providers available; 24-7 matched concierge support; 60 different languages available by providers; will help us talk about mental health openly and support each other; huge investment by the university; details still be worked out. More information in October.
  - Virgin PULSE – wellness platform – behavior change is their goal; wellness with change; health risk assignment – phone or online; can connect our activity tracker ie) Fitbit; challenges – provide health habit development; colleagues, spouses can be invited to challenges; push notifications; reminders based on your goals and assessment; reward incentives - \$240 to health plan – will be in the future paid to you quarterly; does not matter if on the VU Insurance Plan; 15 language options; complete Go for Gold for this year; will be a much more progressive platform than what we have been using; will allow us to connect in a new ways; linkage and for affinity groups and for specific messaging
- Occupational Health will continue to be with VUMC – no changes
- Catherine will be back next month to talk specifically about benefits
- Privacy – all data will be privacy protected; VUIT very thorough analysis; data they will receive will determine if it is working; and review strategies about success rate; Office of General Counsel and outside counsel have been very involved in these contracts and legally binding; take this very seriously; Google will not be watching what we are doing . . . .
- Truly transformational programming
- Employee Hardship Fund – not enough resources there – hard to contribute to it and hard to access it; under discussion how to improve it; task force working on how to better support parenting and reproductive health – working on a special fund for this – Employee Critical Support Fund will be managed by Stacey and it is being retooled; university will be committing funds to this; VUMC is managing currently; 1/1 will be ready

**Employee Learning and Engagement – Unlocking your potential at Vanderbilt**  
**Krystal Clark, Director**  
**Krista Vaught, Assistant Director**

Dare to grow; radically collaborate with each other; want to help us do that and help us design a great future for ourselves at VU; upscaling opportunities; want all to feel connected to HR; take

some time to prioritize ourselves; has done a great job hiring a great team; filling another position on the team soon;

- Learning Experiences Fall 2022 – many opportunities; dancing around elephants in the room; launching certificate program and a book club; Sign up and attend: <https://hr.vanderbilt.edu/ele/workshopl原因.php>
- October 8 – Employee Appreciation Football Game
- December 16 – Turkey Toss
- VLA and VLE – kicking off this month
- Department/team request - <https://vanderbi.it/ele-request>

## COMMITTEE REPORTS

### Rules & Administration

*Amy Smith and Sean Butner, Co-Chairs*

- 2<sup>nd</sup> Reading – Response Procedure Proposal
  - Motion made; seconded; voting via polls
  - Motion passed - will establish official timelines and expectations from Administration
  - Ability to track requests and results
- Next Committee Meeting TBD

### Communication

*Faith Bishop and Andrea Zink, Co-Chairs*

- Meet your Representative – let Faith and Andrea know if you want to send a communication to your groups
- Everyone encouraged to follow USAC Social Media: **Twitter** @VanderbiltUSAC; **Instagram** @vanderbiltusac; **Facebook** VanderbiltUSAC
- Everyone encouraged to submit media requests for upcoming events <https://forms.vanderbilt.edu/view.php?id=1331832>.
- Next Committee Meeting TBD

### EDI

*Erin Peters and Shahpar Kamtari, Co-Chairs*

- Recognize Hispanic Heritage Month
- Heritage Calendar re-do coming soon
- Next Committee Meeting TBA

### Events

*Jennifer Bennett, Co-Chair*

- Seeking a Co-Chair
- Coffee Break – October 13; Rand
- Food Distribution – October 29; on campus
- Next Committee Meeting October 18 at 9:30 AM via Teams

## **Membership**

*Christine Fogg and Lynn Hastings, Co-Chairs*

- September Birthdays – LeShaun Oliver, Savannah Crutchfield, Britany Champion, Pearl Chai
- Recognized Amanda King, Manager of Graduate Student Records, Graduate School and Registrar's Office as the Meet a USAC Member
- Next Committee Meeting TBA

## **Staff Life**

*Sara Putnam and Danny Coradazzi, Co-Chairs*

- Welcome new Co-Chair Danny Coradazzi, Executive Assistant, Dean of the College of Arts & Science
- Please pass issues of concern to [sara.putnam@vanderbilt.edu](mailto:sara.putnam@vanderbilt.edu) or anonymously at <https://www.vanderbilt.edu/USAC/about/contact>
- Next Committee Meeting September 19; 1:30 PM

## **NEW and OLD BUSINESS and ANNOUNCEMENTS**

### **August Meeting Minutes**

- Approved

### **Kroger Card**

- Sign up for/use/update your Kroger Card. Helping colleagues in need within the university community is easy when you use your Kroger Plus card to benefit the Vanderbilt Faculty and Staff Hardship Fund. <https://www.vanderbilt.edu/usac/initiatives/kroger-rewards.php>

### **Fall Staff Assembly**

- Thursday, September 29; 3:30 PM; Student Life Center Ballroom; in person and online

## **CLOSING REMARKS**

*Amanda Harding, President*

- USAC Next Meeting:  
Tuesday, October 11, 2022 – featuring Catherine Wood re: Benefits  
Time: 8:30 AM  
Location: Virtual Meeting  
All staff members are invited to attend.

**Meeting was adjourned at 10:02 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.***