



## Meeting Minutes: Tuesday, December 13, 2016 Commons Multipurpose Room

### RSVPs

Anderson, Dirk  
Anderson, Katherine  
Armour, John  
Assadian, Nurlana  
Baker, Angela  
Barrow, Terrie  
Berry, Carolyn  
Brady, Al  
Brassil, John  
Brown, Kenneth  
Carlson, Robin  
Chiavini, Amanda  
DeLos Santos, Wil  
Dixon, Michele  
Eardley, Karen  
Engstrom, Steven  
Fann, Drew

Fox, Anita  
Gibson, Madison  
Giese, Tiffany  
Hawthorne, Kelly  
Heaton, Ashley  
Hicks, Antoinette  
Higgins, Ed  
Hughey, James  
Johnson, Judy  
Jones, Eric  
Korab, Emily  
Lord, Sara  
Loudon, Jeff  
Newell, Tanish  
Payne, Philip  
Pickert, Donald  
Pursley, Amber  
Rauh, Jonathan

Richter, Andy  
Robinson-Wright,  
Monique  
Ruiz, Carlos  
Seckman, Matthew  
Seezen, Karen  
Siegel, Charlotte  
Sierra, Anthony  
Smith, Susanne  
Smith, Susie  
Soren, Carol  
Tharp, Anthony  
Vincz, JaNiece  
Watkins, Heather  
Wells, Mia  
Westrom, Lynn  
Williams, Megan  
Vasquez, Diana

### Sent Regrets:

Darling, Shelley  
Donahue, Laurel  
Hotaling, Susan  
Johnson, Faye  
Lammers, Lillian  
Latham, Vickie  
Mandeville, Jenny  
McClure, Nathan  
Pring, Michael  
Sanchez, Monica  
Sims, Beth  
Smith, Amy  
Teaford, Jeremy  
Weisbrodt, Cathy  
Woche, Melissa

### Guest/Visitors:

Eric Kopstain, Administration  
Barbara Carroll, HR  
Stephanie White, Athletics

Carolyn Peck, Athletics  
Matthew Buckley, Waste &  
Recycling

Andrea George,  
Sustainability Office  
Katherine Wood, HR

8:30 a.m. President, Al Brady, called the meeting to order.

## **OLD & NEW BUSINESS ANNOUNCEMENTS**

- Welcome from President Al Brady.
- Motion to approve the November minutes, seconded and approved.
- Kroger Card Program – Please sign up today to have your Kroger card connected to Vanderbilt University's EAP program.

## **COMMITTEE HIGHLIGHTS & REPORTS**

### *Communication, chair Jenny Mandeville*

- Our recent USAC newsletter and all future monthly announcements will be delivered directly to all university staff.

### *Membership, chair, Anna Thomas*

- Announced new members Mary Shelato and Karen Eardley.

### *Events, co-chairs Judy Johnson and Amanda King*

- Nothing to report.

### *Staff Life, co-chairs. Andy Richter and Jeff Loudon*

- Future Staff Life Committee polls will direct people to contact their USAC representatives to report issues or concerns.

### *Rules and Administration, co-chairs Melissa Woche and Vickie Latham*

- Nothing to report.

## ***Standing Committees***

### *Benefits*

- Nothing to report.

### *Traffic & Parking*

- Nothing to report.

### *Athletics*

- Nothing to report.
- Unable to attend the meeting today as planned.

## ***Guest Speakers: Stephanie White, Head Coach, Vanderbilt Women's Basketball and Carolyn Peck, Assistant Coach, Vanderbilt Women's Basketball***

The team has started the season with 9 wins and only 1 loss. Stephanie chose Purdue University over Vanderbilt University to attend college and play basketball. Vanderbilt was her second choice. When Vanderbilt recruited Stephanie to be our new head coach, the timing wasn't perfect, but it all worked out. Stephanie hired Carolyn Peck, a Vanderbilt alum, as an assistant and to fill the coaching gap until Stephanie arrived on campus. Stephanie shared her vision for her basketball program. She recruits high achievers in all aspects of life, not just basketball. Vanderbilt University tackles difficult conversations which informs future leaders. The Southeastern Conference (SEC) is the best league in the USA. Recruits should have a high motor, team first attitude and be service oriented to the community. Our games are fun, so come out and watch us! Eventually, we will play position-less basketball where all players can dribble,

pass, and shoot. Our motto is share the good and divide the bad. We make plays instead of run plays. Everyone on our team tries to grow 1% every day. We have a great group of young women on our team. We wish to merge athletics and academics. At this point, Stephanie introduced Assistant Coach Carolyn Peck who shared the following observations. I appreciate everyone at Vanderbilt University who helped make me who I am now. Stephanie White is very service oriented. One of our initiatives is "dress for success." We will be sponsoring a teddy bear toss at our next home game, to give gifts to less fortunate children. We focus on what led to success, such as a "made" basket. Who set a screen? Who made a defensive steal or stop? Please support our team. Carolyn then turned the floor over to Stephanie. Usually the students who are recognized in a university setting are the high scorers or those who make the dean's list. Every player keeps a "what went well" journal which is based on the book, "Burn Your Goals." We celebrate small successes. Don't treat an action as a failure if you reach your goal. Think of 6 things you did well today that are not outcome based. Our team is working toward identifying 15 things per day. Reframe the narrative, i.e., what success looks like. Promote the intangibles to sustain success long term. Bring us your values to teach/train our players. This generation is relationship oriented, not bottom line oriented. A question and answer period followed. The University of Tennessee had a great women's basketball program. Let's do that here! In the early 80s and late 70s our women's program was a lot of fun, and it will happen here again now! We send our players into the stands after games to build relationships and to thank everyone for attending. Question: When is the next home game? Sunday (12/18) versus Tennessee Tech You can call 322-GOLD and use the discount code FSHAPPY for discount tickets to the game. The University of Tennessee plays here on 1/25/2017. Let's beat them! Buy tickets from Eric Jones (EJ). What can we do to help your program? Attend our open practices and games. Spread the word. If you attend one game, you will be hooked! Invite our team to come to you and your department as much as possible. Are you building a family around your program that includes alumni? Yes. We have already had one alumni reunion. Core values and legacy are our focus.

**Update: Associate Vice Chancellor and Chief Human Resources Officer Barbara Carroll.** Plans are underway to give away tickets to a women's basketball game as a staff appreciation event. Please attend a Vanderbilt sporting event with your co-workers. If you have a department outing, invite our basketball teams. Barb introduced Katherine Wood, our new Executive Director for University Benefits. Katherine started at Vanderbilt on 12/5/2016. She previously worked at Koch Business Solutions and Kellogg. She began her career as a nurse. Health care costs are growing too fast. There will be broad ranging discussions over the coming year involving faculty and staff. We have some tough choices to make. The Fair Labor Standards Act (FLSA) was halted by a Texas judge's order. We were ready for it to begin on 12/1/2016. We decided to "thread the needle" by taking some steps but not others. Eric Kopstain shared the following information. Our women's basketball team is really special. Please support them. He will update USAC on Vanderbilt's land use planning in the spring. Health care is a value

proposition. We need to consider carefully how we structure our program. We have 12 big questions to consider. Enjoy your break! Return to work in January recharged and ready to work.

Al introduced Andrea George from the Sustainability Office. Andrea is a Vanderbilt alumna. Andrea introduced Matthew Buckley, Director of Waste and Recycling. Andrea described a low tech initiative. She asked those present to place sticky dots on a map where we need more recycling bins. Vanderbilt current has 30 outdoor recycling bins and 335 outdoor trash bins. We need more recycling and less trash. Recycling aluminum has additional value. Recycling plastic has no additional value. Metro Nashville banned placing cardboard in its landfill, but this ban is not enforced.

## **CLOSING**

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

Meeting was adjourned.