



Meeting Minutes: Tuesday, February 12, 2019

The Commons, Multi-Purpose Room

Present:

Barclay, Samantha
 Barrow, Terri
 Benitone, Hastings
 Biqiku, Laurel
 Brassil, John
 Brooks, Kay
 Cahill, Bess
 Carlson, Robin
 Carney, Kathy
 Choate, Corey
 Cooley, Emma
 Cruise-Streat, Kirra
 Davis, Jessamyn
 Dixon, Michele
 Fann, Drew
 Fields, Craig
 Flippo, Laura
 Fox, Anita
 Gibson, Madison
 Graham, Kashif
 Hamilton, Brittni
 Harbin, Rachel
 Higgins, Ed
 Hughey, Jasen
 Johnson, Denise
 Kamtarin, Shahpar
 Karls, Aletha

Lawrence Givens, Tiffany
 Linn, David
 Linski, Jamie
 Little, Geoff
 Loudon, Jeff
 Luffman, Josh
 Mandeville, Jenny
 Marshall, Paul
 Nelson, Roberta
 Oliver, Leshuan
 Pickert, Donald
 Porter, Beth
 Pring, Michael
 Rall, Kathleen
 Richter, Andy
 Robinson-Nichols, Ursula
 Roche, Morgan
 Ruiz, Carlos
 Rutledge, Scott
 Sanders, Sara
 Shook, Elisabeth
 Smith, Amy
 Smothers, Natalia
 Sprague, Megan
 Steinas, Jason
 Stiles, David
 Taylor, Susan
 Wachter, Michelle
 Waits, Robert

Walker, Susan
 Weisbrodt, Cathy
 Williams, Tara
 Woche, Melissa
 Wolff, Jeanette

Not Present:

Bonner, Stacey
 Brown, Harold
 Brown, Kenneth
 Caldwell, Caroline
 Clark, Joanna
 Clemmons, Lee
 Daughtdrill, Latrice
 Eckert, Danielle
 Erickson, Catherine
 Halman, Malina
 Harvey, Gregory
 Heaton, Ashley
 Hilderbrand, Susan
 Jones, Christopher
 Jones, Eric
 King, Amanda
 Korab, Emily
 Luce, Nathaniel
 Majewski, Ashley
 Malone, Amelia
 Malveaux, Nicole

Meadows, Shelley
 Miller, Amber
 Moore, LaTisha
 Morris, Diana
 Perry, Alexis
 Poindexter, Jeana
 Renee Dawson, Toni
 Scott, Carjamin
 Sefcik, Stephanie
 Stanard, Ray
 Upchurch, Jodie
 Westrom, Lynn

Sent Regrets

Blackledge, Phillip
 Baquera, Felisha
 Ingram, Donna
 Kane, Kimberly
 McChesney, Bailey
 Morgan, Rachel
 Sims, Beth

Guests

Achenbach, Brandi
 Dimopoulos, Foula
 Glasgow, Scotty
 Grant, Deborah
 Hopkins, Gwen
 Hopkins, Peggy
 Kopstain, Eric
 Manlove, Sharon
 Moran, Melanie
 Roberts, Amanda
 Sweet, Brett
 Williams-Freeman,
 Danyel

OLD & NEW BUSINESS ANNOUNCEMENTS

Jenny Mandeville, President, called meeting to order at 8:30 am

- Approval of January minutes
- Please enroll your Kroger Plus Card to contribute to the Employee Hardship Fund
- Stay connected to USAC thru Facebook, Twitter, and Instagram
- Open standing committee positions 2019-2020
 - Athletics – 2 open slots
 - Benefits – 3 open slots
 - Traffic & Parking – 1 open slot
 - If interested, please email Jenny at jenny.mandeville@vanderbilt.edu

COMMITTEE REPORTS

Rules and Administration, co-chairs Ashely Heaton & Emily Korab

- No new business to report.

Staff Life, co-chairs Elisabeth Shook & Kay Brooks

- Next meeting: Tuesday, Feb 19 at 10:00 am in 311F Kirkland Hall

Events Committee, co-chairs Shelley Meadows & Amanda King

- Review of Second Harvest Food Bank donation box locations

Membership Committee, co-chairs Tara Williams & Caroline Caldwell

- Be on the lookout for a meeting invite for early March. We will be discussing elections and leadership roles for 2019/2020
- Thank you to our greeters!
 - Michael Pring
- Happy Birthday!
 - Jenny Poindexter
 - Jodie Upchurch
- Meet a USAC Member for February is Denise Johnson
 - She is in process of receiving her PhD and wanted to be an engineer growing up
 - Denise is extremely proud of her 14 year old son as he reminds me daily of all the possibilities the future holds
 - For the full article, please visit the USAC blog

Communications Committee, co-chairs Carlos Ruiz & Carjamin Scott

- No new business to report

Scotty Glasgow, Sr. Special Events Coordinator

- 2018 Service Award Ceremony – Feb 20, 2019 in SLC at 3:00 – 5:00 pm
- Employee Appreciation: Night at the Theater: Twelfth Night by William Shakespeare is being performed Feb 22, 2019 in Neely Auditorium. Please go online to sign up; there is a 2-ticket limit.
- Vanderbilt Employee Appreciation: Women’s Basketball Sunday, Mar 3 at 12:30 pm. Please go online to sign up for tickets; there is a 4-ticket limit.
- The power of “Thanks” is so important in our lives. Saying thanks is like an organ. The more you practice saying “thanks,” the easier it is and the better it works. We are encouraging saying “thank you” more to those of which you work.

K. Foula Dimopoulos, MSW – Equity, Diversity, and Inclusion

- Funding request proposals: Opportunities to support equity, diversity and inclusion efforts across campus
- Partnership with the Office of Inclusive Excellence
- Open to VU Students, staff, and faculty as individuals or across groups
- Funded efforts impact equity, diversity, and inclusion across our campus (including professional development)
- All funding request applications are available on Anchor Link.
- Funding request form: What to expect...
 - Funding request general information
 - Applicant Information
 - Experience Description & Logistics
 - Financial Information & acknowledgments

- What activities have you seen or been a part of that has cultivated, encouraged, and creates courage inspiration, harmony, and dreams
- If we can create a campus where everyone of us feel a part of, our campus can be so much more.

Chancellor Nicholas S. Zeppos

- The loss of David Williams, has really left our university under a cloud. I was privileged to work with him for 2 decades. One of his goals every year was to determine how many of his students was going to graduate with honors, go to graduate school, etc. He had a focus on our students.
- His leadership was transformative in that it dealt with equity, diversity, and inclusion for all students from all backgrounds. He was a partner and friend.
- Malcolm Turner was hired as the Director of Athletics, and I encourage you to get to know him as well.
- We had an interesting session at the Board of Trust last week. A discussion on how important people are at Vanderbilt due to their extensive research, discovery, and research. The importance of our staff makes our campus more fair, just, and equal.
- VU was ranked 10 most Innovative universities according to Reuters. Princeton Review ranks us as # 1 in Financial Aid.
- You have to humanize everybody. It is deeply unfortunate that many of us have or will receive a tuition benefit.
- Some employees say our financial aid is too much money, but alternately feel our employee tuition benefit is ok. You have to see it both ways. 2/3 of the entering class 2018-2022 is on a scholarship/financial aid. We are privileged to have them.
- We continue to have one of the highest percentage of black students in our entering class. We should be proud of this accomplishment. In history, people that have been marginalized and discriminated against. We at Vanderbilt must be encouraging and understanding in this aspect.
- VU has raised over 400 million dollars for opportunities at Vanderbilt.
- The stewarding of our land and spaces is something we cannot get wrong. We cannot move away if we do not like it. The stewardship of our ground and conceptualization of what we should be goes from under the ground to the top is of great importance and enhances our relationship to the land and earth. It is an expression of what I refer to as a “connected community.”
- How we treat the environment is critically important. Human progress seems to be stifled in many ways. I challenge all of us to have a commitment and humility towards our space and colleagues and to love it and preserve it.
- FutureVU is a remarkable collection of spaces. E. Bronsom Ingram represent our connection to support the individual person. We are person-to-person and engaging in

each other in many ways. Your interaction with space is connected with your health and happiness.

- One of my priorities is addressing mental health and mental illness. How do we remove the stigma to get people to receive the necessary care they need? It does not draw funding support, is stigmatized, and is shameful in many cultures and workplaces. Nutrition, flexible schedules, and childcare all need to be addressed in conjunction with mental health because they are environmentally affected.
- We need to focus on staff as well. You are Vanderbilt. The opportunities to move out and up in the organization of Vanderbilt are important. The investment in the staff and longevity of the staff is a signal of our health and commitments. How do we think about long term solutions and commitments? Vanderbilt does not always do the right thing immediately, but we like to move in a direction that is toward being equal while other organizations do not. I want Vanderbilt to be the place that does something.
- Vanderbilt provided partner benefits for LGBTQ individuals in the 90's that even our Board found initially unfavorable. Others have followed our example.
- I encourage you to come to Kirkland Hall and look at our new portraits of our trailblazers at Vanderbilt.
- The provost is working on an initiative regarding the status of women at Vanderbilt with a focus on faculty. Think of progressive solutions/ideas for women to have the same amount of success on campus. People should be empowered to develop their talents.
- I am proud of Vanderbilt's impact beyond our campus. VU and VUMC has created \$10 millions of economic impact
- When I talk to leaders from other cities, the topic of transportation comes up. How do our employees get from point A to Point B? We have to solve these problems; we cannot ignore it. When a family is trying to get to the medical center and go thru Hillsboro Village and have to wait on the green arrow to get there, it is eye opening.
- If you do not like change, do not work at a university. Is there no change in IT or basic sciences in the last 30 years? What did this place look like 40 years ago? Has there been no change?
- Of our 230 acres, about 82 acres is parking. We can grow stem cells and bone tissue, but we cannot grow land. The average student probably drives only a few miles a year. Why do you need cars? We've got to start thinking creatively of how to adapt. How do you make walking nicer? How do you create design to make walking fun? This will be a very fun, interesting, and for some, a painful project. I think it will be something the staff will lead as much as the students. Faculty may need to be inspired.
- The university is chugging along, I appreciate what you all are doing. I think we're living in a challenging, ugly time. People want to attack. Universities are in the optimistic business.

CLOSING REMARKS

Jenny Mandeville, President

- Next meeting will be Tuesday, February 12 at 8:30 in the Student Life Center, Board of Trust Room

Meeting was adjourned at 10:02 am.