



Meeting Minutes: Tuesday, October 8, 2019 Martha Ingram Commons, Multi-Purpose Room

Present:

Barclay, Samantha
Best, Douglas
Carter, Marsha
Davis, Jessamyn
Fox, Anita
Harbin, Rachel
Coppinger, Whitney
Loudon, Jeff
Robinson, Antonio
Wolff, Jeannette
Miller, Amber
Moore, LaTisha
Woche, Melissa
Johnston, Caroline
Kelley, Emily
Kiolbasa, Mary
Linski, Jamie
Newton, Kaci
Porter, Beth
Baquera, Felisha
Carlson, Robin
Ripley, Kate
Williams, Tara
Cahill, Bess
Johnson, Donna
Lawrence Givens, Tiffany

Stiles, David
Walker, Susan
Butner, Sean
Harding, Amanda
Laubach, Ingrid
Manlove, Sharon
Weisbrodt, Cathy
Upchurch, Jodie
Jones, Haley
Smith, Amy
Bante, Teri
Graham, Kashif
Kamtarin, Shahpar
Shook, Elisabeth
Fuchs Hritz, Kathleen
Higgins, Ed
Roche, Morgan
Fields, Craig
Steinas, Jason
Cole, Victoria
Jensen, Lena
Mullane, Courtney
Rall, Kathleen
Westrom, Lynn
Dixon, Michele
Johnson, Denise
Majewski, Ashley

King, Amanda

Not Present:

Stephens, Meridith
Cedzich, Michele
Jackson, Donald
Mays, John
Taylor, Susan
Waits, Robert
Conwell, Patrick
Pring, Michael
Curtis, Blake
Lowe, Deni
Martin, Robert
Brown, Kenneth
Hilderbrand, Susan
Poindexter, Jeana
Jones, Christopher
Benitone, Hastings
Dawson, Toni Renee
Smothers, Natalia

Sent Regrets:

Masonoff, David
Carney, Kathy
Bennett, Garrett
Meyer, Tony
Bailey, Bill
Hansbrough, Sean

LeBlanc, Jennifer
Pickert, Donald
Luffman, Josh
Mullen, Becky
Sprague, Megan
Morris, Diana

Guests:

Awalt, Brad
Dooley, Kyle
Holmes, Marilyn
Glasgow, Scotty
Grant, Deborah
Hicks, Chris

WELCOME - OLD & NEW BUSINESS ANNOUNCEMENTS

Jeff Loudon, President, called meeting to order at 8:30am

- Minutes - September minutes have been approved
 - Minutes are posted on the website each month prior to next meeting.
- Chancellor Search
 - <https://www.vanderbilt.edu/chancellor-search/report/>
- Skybox Contest - vanderbi.lt/staffskybox
 - **WIN TWO TICKETS** to watch the Vanderbilt vs. Kentucky football game in the skybox with Interim Chancellor Wentz.

COMMITTEE REPORTS

Communications Committee

- No Updates

Equity, Diversity, and Inclusion (EDI) – co-chairs Denise Johnson & Antonio Robinson

- Meeting - Oct 2, with Dr. Churchill
- Next Meeting: TBD

Events Committee

- Thanks for coming to Tailgate and “Meet your Rep”
 - Upcoming events coming
- Meetup – Thursday, Oct. 24th at 5:00pm – Central Library Community Room
 - Felicia Baquera - *Playing Cards with Jane Austen: An Evening of Speculation*
- Next meeting – October 16, 2:00pm – Alumni Hall Rm 010

Membership Committee

- Welcome new members
 - Marsha Carter (Group 2)
 - Bill Bailey (Group 4)
 - Whitney Coppinger (Group 4)
 - Joanne Wang (Group 8)
 - Faye Johnson (Group 15)
- Happy birthday!
 - Robin Carlson
 - Danielle Eckert
 - Tiffany Lawrence Givens
 - Jeff Loudon
 - Tony Meyer
 - Kathleen Rall
 - Sara Sanders
 - Elisabeth Shook
 - Jason Steinas

- Meridith Stephens
- Thank you to greeters
 - Emily Kelley
 - La Tisha Moore
 - Amy Smith
- Meeting a USAC Member:
 - **Kashif Graham – Outreach Librarian for Religion and Theology**

Rules and Administration

- Next meeting – October 17 2:30pm – Baker 805 Conference Room

Staff Life

- Next Meeting Scheduled – October 22 2:00pm – 800BB Central Library
- 2 Proposals for staff life development
 - Salary transparency
 - Professional development

Brad Awalt – Manager, Health Plus

- Go for the Gold
 - Financial benefits up to \$240
 - Credit
 - Designate Health Insurance
 - Rec Center
 - Step 1 - Health assessment – health score
 - Step 2 - Wellness action log – 9 actions, complete 5
 - Regular check-ins with know your numbers or upload, etc.
 - Team challenges – get credit for action
 - Health plus health guide
 - Step 3 - Game Plan for Health videos
 - Brain Health
- Health Plus Health Guide – bit.ly/vandyhealthplus
- Deadline is October 31
- Mobile App to track – see handouts

Marilyn Holmes – Recreation & Wellness Center

- Membership \$35 per month
 - Open wide range of hours
 - Wide range of classes and fitness options
 - Trainers available to hire

- Vandy Cooks
 - Once a Month
 - Healthy cooking demonstration
- Work/Life Balance – Life Phase series
 - My finances, Gardening, Travel and more
- Vandy Walks
- Personal nutrition coaching – will come to your office/school
- Massage Therapy – no membership required
 - Fees apply
 - Mobile Massage
 - Several Massage types and times
 - Gift Certificates
- Group Activities
 - Intramurals
 - Outdoor Adventure Trips
- Youth Programs
 - Camp Vandy – June-August (5-11yr old)
- Vanderbilt Swim School
- Parking Available
 - Any Vandy decal in Lot 75
 - Along Children’s Way
 - 25th Ave Garage
 - West Garage
 - Meter Parking
 - Zone Lots for Crossover parking
- Contact Information:
 - Recdirector@Vanderbilt.edu
 - vrwcmembership@Vanderbilt.edu
 - <https://www.vanderbilt.edu/recreationandwellnesscenter/>

Catherine Wood – Executive Director, Benefits

- 2020 Open Enrollment – October 17-31
 - Health, Dental, Vision insurance
 - Tax-Advantaged Accounts
 - Basic/Supplemental Life Insurance
 - AD&D
- Active Health Plan Enrollment
 - Fully benefits-eligible faculty or staff members
 - Default is Choice CDHP Plan

- Additional Important Actions
 - Tobacco usage status
 - Spousal Coverage
 - Review/update beneficiaries & dependents
 - Direct Go for the Gold wellness credit to insurance or rec center membership
 - Select Plan – goes towards deductible....rolls over up to \$1000
 - Choice Plan – credit goes into HSA account
- Medical Plan Choices
 - Benefit design **unchanged** from 2019
 - HSA contribution limit increases for self-only to \$3500 and family \$7100 – must activate HSA account within 60 days
 - Premiums are in brochure mailed to homes
- Dental & Visions
 - No changes from 2019
 - Changes will be considered for next year.
- Life Insurance
 - Basic & Voluntary Life
 - Purchase 1 to 8 times your base annual earnings up to a maximum of 1 million dollars.
 - Voluntary Spouse & Dependent Life
 - Spouse - \$10K to \$250K in \$10K increments – not to exceed 50% of employee voluntary benefit amount
 - Dependents – get slide
- Short-Term Disability
 - No longer traditional and enhanced STD
 - All eligible staff members will be able to elect enhanced STD plan as a new hire – no waiting period.
- Benefits that can be changed at anytime
 - Life insurance – free will prep through metlife (willscenter.com)
 - Short-term
 - Long-term
 - Retirement and HSA contributions
 - Discounted pet, auto, and home
- No-Cost Benefits
 - AD&D
 - Free travel assistance (medical referrals, appts, help get back, mortal remains, lost luggage)
 - Information on website
 - Trying to improve website content and easier to find
 - Will be sending communication out soon

- Use Plan Select Tool
- Enrollment
 - Open Enrollment Labs (handout and slide)
 - Benefits open house
- Questions
 - Mental Health Therapy cost increase to specialist rate is strain on staff
 - Is there portal to submit suggestions? Yes. On website
 - Life Insurance – answer 5 questions to increase voluntary life insurance to greater than \$20K
 - If spouse for greater than 20K enter email for spouse for them to answer questions.
 - Legally married couples only for spouse to be eligible for voluntary life insurance.

CLOSING REMARKS

Jeff Loudon, President

- Next Meeting:
 - Tuesday, November 12, 2019
 - 8:30 am at COMMONS CENTER (Multipurpose Room)
 - **Keynote Speaker: Tim Corbin**

Meeting was adjourned at 9:45am.

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