Meeting Minutes: Tuesday, January 12, 2016
Student Life Building, Board of Trust Room

Present
Boyce, Kim
Brady, Al
Brassil, John
Burnett, Karen
Carlson, Robin
Carney, Kathy
Choate, Corey
Christian, Briana
Crawford, DeAnna
Crimi, Cathy
Darling, Shelley
Dixon, Michele
Donahue, Laurel
Engstrom, Steven
Foutch, Leslie
Harrell, Rachel
Heaton, Ashley
Howry, Nat
Hull, Rae
Johnson, Judy
Jones, Eric
King, Amanda
Kissinger, Lauren
Lammers, Lillian
Loudon, Jeff
Mandeville, Jenny
Miller, Jean
Miltner, Damon
Murphy, Amy
Newell, Tanish
Parkinson, Kyle
Payne, Philip
Pickert, Donald
Pring, Michael
Pulcini, Ally
Ramos-Lewis, Andrea
Reynolds, Dana
Richter, Andy
Rose, Susan
Ruiz, Carlos
Sanchez, Monica
Seezen, Karen
Smith, Susie
Soren, Carol
Stanard, Ray
Stokes, Kiley
Street, J.J.
Thomas, Anna
Turney, Kerrie
Wall, Anne
Weisbrodt, Cathy
Williams, Tara

Wocher, Melissa
Young, Deirdre
Zidank, Debbie

Did Not Attend
Ashton, Zeben
Bailey, Christina
Behnam-Gilani, Ali
Bonner, Stacey
Brown, Kenneth
Clark, Maura
Dean, Mary Ann
Ely, Courtney
Fox, Anita
Goode, Donald
Grabiel, Chris
Hamilton, David
Jeter, Wynn
Kasinger, Jake
Lester, Frank
Pepper, Ronnie
Poynter, Lisa
Robinson-Wright, Monique
Schmittou, Lorna
Smith, Amy
Teaford, Jeremy
Vazna, Stella  
Washam, Glenda  
Williams, Dustin

**Sent Regrets:**
Boyd, Barbara  
Campbell, Linda  
Carney, Tara  
Henderson, Eugene

<table>
<thead>
<tr>
<th>Sent Regrets:</th>
<th>Johnson, Faye</th>
<th>Kovach, Michelle</th>
<th>Latham, Vickie</th>
<th>McKinney, Rhonda</th>
<th>Moore, Stacey</th>
<th>O'Leary, Ali</th>
<th>Roberts, Janet</th>
<th>Siegel, Charlotte</th>
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<tbody>
<tr>
<td></td>
<td>Bari Brooks, HR</td>
<td>Leslie Buchanan, VUIT</td>
<td>Kelly McGill-Barrett, Customer Relations</td>
<td>Alan Napier, HR</td>
<td>Chris Hicks. HR</td>
<td>Barbara Carroll, HR</td>
<td>Kara Furlong, Public Affairs</td>
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8:30 a.m. President, Rachel Harrell, called the meeting to order.

**OLD & NEW BUSINESS ANNOUNCEMENTS**

- Motion to approve December meeting minutes approved.
- Rachel Harrell, President, will be on maternity leave until the end of April.
- J.J. Street, Vice President will take over during her leave and run the February meeting.
- J.J. is leaving Nashville so it will be necessary to elect a new VP. Several people have expressed interest in the position. Election of the new VP will take place at the February meeting. Please contact Rachel if you are interested.
- The Commencement office is looking for volunteers for the PARTY, Senior Day, and Commencement, held this year from May 11-13th. Please go to [http://www.vanderbilt.edu/commencement/faculty-and-volunteers/index.php](http://www.vanderbilt.edu/commencement/faculty-and-volunteers/index.php) to sign up.
- The Commencement office is hosting a “WE LOVE OUR VOLUNTEERS” Open House on Friday, February 12, 2:00-3:30 at The Commons. Be on the lookout for more information.

**COMMITTEE HIGHLIGHTS & REPORTS**

*Events, co-chairs Michael Pring and Kerrie Turney*

- Nineteen pints of blood were collected at the USAC Blood Drive. A thank you went out to all those who donated their time and their blood.
- Share the Love Food Drive will be held February 1-29. The committee will be meeting soon and is looking for volunteers to help with the drive.

*Staff Life, co-chairs. Andy Richter and Al Brady*

- Nothing to report.

*Membership, co-chairs Susan Rose and Anna Thomas*

- January birthdays: Stacey Moore and Eric Jones.

*Communication, Jenny Mandeville*

- Nothing to report.

*Rules and Administration, co-chairs Melissa Wocher and Vickie Latham*

- Nothing to report.
Standing Committees

Benefits
- Nothing to report.

Traffic & Parking
- Nothing to report.

Athletics
- Nothing to report.

Introduction
- Eric Kopstain, Vice Chancellor for Administration, welcomed and introduced Barbara L. Carroll. Barbara is joining Vanderbilt as the new Chief Human Resources Office.

VUIT Survey Update, Leslie Buchanan and Kelly McGill-Barrett
- The 2nd Annual Faculty/Staff Satisfaction survey is taking place. The deadline is January 28.
- The 1st Annual Student Satisfaction survey just completed.
- The 2015 Outcomes include internal ticket analysis, “Did You Know” campaign, Customer Service Mentality Training and Classroom Technical Upgrades.
- New this year is an option to win one of three $100 Amazon gift cards.
- Link in myVU or on the “Did You Know” slider at it.vanderbilt.edu.
- Fill out the survey yourself and encourage faculty and staff with whom you interact to complete a survey. Provide honest feedback – VUIT takes responses seriously.

Guest Speaker, Chancellor Nicholas Zeppos
- Chancellor Zeppos welcomed everyone back to spring semester. He thanked Rachel Harrell for her leadership and hard work in making Vanderbilt great. He also thanked the staff as the people who make Vanderbilt. Success at Vanderbilt is in partnership with the staff. Vanderbilt staff is the important continuous fiber, throughout the history of Vanderbilt that binds the university.
- This is Chancellor Zeppos’ 29th year at Vanderbilt. There are challenges and changes but Vanderbilt is a great school. Challenges help us to improve. If we are not changing we will fall behind. Chancellor Zeppos has a great deal of pride for the university. He loves it with his heart and manages it with his brain being both the caboose and the engine.
- Rankings – Vanderbilt is ranked 15th in U.S. News, highest ranking we have ever had. Moving up in the rankings is not an easy thing. We play in the SEC in athletics, we play in the Ivy League in academics.
- Vanderbilt is a research university but is ranked 8th in undergraduate teaching and the 3rd best value in country. We are a teacher/scholar university.
- Scholarships are really, really important here at Vanderbilt. Hundreds of millions of dollars have been raised for this. We have extraordinary students who are not only about test scores and grades. Getting in to Vanderbilt is very, very competitive. We are
building a beautiful mosaic of America in the world. We are training leaders. Diversity and inclusion and equality is so important. We carry a heavy responsibility to educate good citizens. Almost 40% of undergrads are now minority/students of color. This has doubled in about five years. We have a very diverse population at Vanderbilt. Our work at building a beautiful, equal community is only just beginning.

- **Balance** - Our kids are balanced – more leadership, service, and over a third are student athletes. Over $200 million in endowments has been raised. Over 50% of freshmen receive some sort of need-based financial aid. For all the maldistribution of income in our country, there are a lot of really smart, talented kids here who come from very modest backgrounds. There are a lot of kids here whose parents need help to send their kids to college. The tuition benefit is something he is very proud of.

- **Employees** - Vanderbilt has phenomenal faculty. Eight of our women faculty are on the list of the top 100 inspiring women in stem fields. Faculty are regularly getting awards. Staff, too, are receiving awards on a regular basis.

- **Financial health** - It was during the great financial collapse when Chancellor Zeppos took over. The university has come through the financial crisis. We are finally making our way out of it. The university was kind of upside down. He gave a shout out to medical center leadership for their part during this difficult financial period. Vanderbilt has maintained a double A credit rating and has been able to expand and improve things as much as possible with no new debt.

- **Very pleased with how the medical center restructuring is going.** It has grown into a large world class academic medical center but it is simply not possible to run what will be a multi-state health care network. The university and the medical center are two very different risk profiles. Restructuring should be finished up by the end of February. Vanderbilt is positioned to move forward with more of our own flexibility, focus and opportunities.

- **Moving forward** – Voted happiest college students for the second year in a row. Looking at a number of new priorities as we move forward.

- **Land use** - It is time to look at the campus through another campus master plan. This dirt is our most precious resource. Vanderbilt is starting to acquire small parcels around campus. A number of town hall meetings, conversations and focus groups will take place. Chancellor Zeppos is trying hard to get out more. He has been having small dinners, meeting with small student groups, having town hall meetings, taking students to concerts.

- **Equity, Inclusion and Diversity** – Faculty, staff and students are expected to lead the way. This issue is very important to Vanderbilt. Committees have been formed with faculty, staff and students being represented. Website is up and going. George C. Hill, Vice Chancellor for Equity, Diversity and Inclusion and Chief Diversity Officer will set the standards high.

- **Academics** - Academically we are doing better.
• The university’s finances are strong. Restructuring of the medical center is a significant change. We are the only university who own hospitals and clinics…not something you want to say on your balance sheet going forward. The Chancellor is often asked, “Why would we change it?” His response, “When was it perfect?” The project of change continues every day. These changes are inevitable and good.

Question/Answer Period
Question: How will the medical center be able to borrow if they have no bond rating?
Answer: Policy has been to maintain a double A bond rating. They will borrow money without a bond rating as a mature startup. If VUMC ends up as a single A bond rating that would be a big deal. They can borrow more money at relatively cheap cost and we can borrow money at really cheap costs. They will be fine.

Question: What is the next step for college halls?
Answer: This will be part of the Land Use project. Barnard will probably be next, then the towers which need to come down. Building will grow down West End. Vanderbilt will be a residential/research university of the highest level. There is a possibility of putting graduate students on campus. It will be a residential community for everyone at Vanderbilt. There is no end to the project. The university is being built for the ages.

Question: What are the odds of legal close taking place on February 29th?
Answer: We are heading in that direction but want it done right. There is a decent shot of making that date. However, Chancellor Zeppos replied. “Always have an on ramp and an off ramp when driving down the freeway and through life.”

President Rachel Harrell reported that staff members have been selected to be part of the following committees: Equity, Diversity and Inclusion Committee, Vanderbilt Wellness Center Committee and the Strategic Plan Committee.

CLOSING
Our next meeting will be Tuesday, February 9, 2016 in the Common Multipurpose Room at 8:30 a.m. Jim Kendall, Work Life EAP, will be the guest speaker.

Meeting adjourned at 9:55 a.m.