



Meeting Minutes:

Tuesday, June 11, 2024 In Person and Online Zoom Meeting

Present:

Abrams, Jenny
Albright, Dallas
Allen Woody, Jennifer
Bagley, Sydney
Bahrt, Emily
Baughman, David
Bennah, Noni
Bennett, Jennifer
Bishop, Faith
Boone, Laura
Borgic, Kevin
Bourgoin, Jeremy
Brown, Tonya
Burroughs, Machalia
Bush, Marita
Carroll, Sara
Chai, Pearl
Champion, Brittany
Conwell, Patrick
Cope, Sara
Coradazzi, Danny
Cornwell, Cassandra
Eubanks, Lyn

Fogg, Christine
Griffin, Brittany
Gyarmati, Krista
Herndon, Roger
Higgins, Ed
Hollifield, Michael
Kole, Brenda
Lampley, Cassanora
Lawrence Givens, Tiffany
Long, Madeline
Maddox, Lynn
Manlove, Sharon
Maraniss, Andrew
McKeever-Burgett, Adam
Notestine, Wesley
Osa-Oni, Raven
Perkins, Anissa
Perry, Caitlyn
Peters, Erin
Porter, Abby
Poteete, Sarah
Pratt, Jeremy
Price, Amber
Putnam, Sara
Reed, Haley

Rivas, Beth
Schuerlein, Wendy
Sierra, Bryn
Taylor, Susan
Tift, Mary Beth
Weeks, Daravanh
Wilson, Maisie
Zuckerwise-Causton, Simon

Not Present:

Benitone, Hastings
Bergheger, Claudia
Best, Douglas
Broadrick, Troy
Brust, Valerie
Bumpas, Elizabeth
Butner, Sean
Carroll, Chantry
Crowhurst, Stacey
Crutchfield, Savannah
Cummings, Kenedee
Dawson, T. Renee
Dickson, Nancy
Dixon, Michele
Dixon, Amanda
Farst, Paige
Foggie, Christina
Gibbons, Sarah
Gilmore, Alana
Gladu, William
Jackson, Crystal
Jasper, Shaun
Kamtarin, Shahpar
Karns, Allen
Keever, Jeffrey
Knighton, Keeouka
Kurilko, Rachel
Manning, Katherine
Masters, Richmond
Mitchell, Heather
Moody, Chanc'e
Moore, La Tisha
Musick, Margaret
Noote, Allie
Poston, McKenzie
Pring, Michael
Rice, Marquita
Ryon, Chance
Smith, Amy
Smith, LaDonna
Sumlin, Alicia
Taiman, Matt

Turner, Kimberly
Wang, Joanne
Weissinger, Jeffrey

Guests:

Adams, Laura
Adams, Aubrey
Alini, Evan
Beach, Reina
Briggs, Pierson
Bukowski, Michelle
Bush, Haley
Castellon, Bianca
Chan, Karen
Chapman , Megan
Clapper, Stephanie
Connolley, Carter
Culver, Tiffany
Denker, Magdalena
Erickson, Brian
Fontno, Tiffeni
Gardner, Leigh Ann
Garrett, Kaitlyn
Gibson, Madison
Gill, Kayce
Glasgow, Scotty
Harding, Amanda
Haymer, Alicia
Hicks, Chris
Hooper, Kevin
Humbert, Maddie
Jesse, Ryan
Karpinski,
McKenzie
Krasnove, Melissa
Leibowitz, Miriam
Liebman, Paul
Lorusso, VAlerie
Mckelvy, Deniz
Miller, Tiffany
Morris, Morgan
Pendowski, Shelby
Penn, Sydney

Puckett, Mike
Ross, Kylie
Savion, Sydney –
Guest Speaker
Selimajie, Sydney
Stoecklein, Phillip
Whitwell, Corbin
Wilhelm, Anita
Yarnall,
Christopher

WELCOME

Adam McKeever-Burgett, President, called the Meeting to order at 8:33 am

Review of the Agenda

- Sydney Savion
- USAC Awards
- USAC Announcements and Business

Keynote Speakers

- Sydney Savion – Vice Chancellor of People, Culture, and Belonging
 - 134 days since arriving at Vanderbilt.
 - Path to Vanderbilt, which included a rural farming community, the U.S. Air Force, and various roles within the corporate world.
 - 1 Year- Anniversary of the Chancellor creating the People, Culture and Belonging Division
 - 48-month plan for transforming the employee experience
 - Sees herself as the Vice Chancellor of the people and sees USAC as the voice of the people.

USAC Business

Minutes

- May Minutes – approved.

Announcements

- Welcome newly elected representatives!
- Employee Critical Support Fund:
 - The Employee Critical Support Fund, previously called the Employee Hardship Fund, was established in 1994 to financially assist Vanderbilt faculty and staff who are experiencing a non-recurring sudden or emergency-related financial hardship due to an unforeseen or unavoidable event.

USAC Measures of Success:

- Voice and Advocacy
 - 97 staff concerns presented and addressed through USAC to the Administration in FY24
- Policy Influence
 - 10 proposals or summaries of issues that have led to policy or process changes at the University since 2015
- Representation
 - 380% increase in nominations in targeted groups up for election in FY24
- Staff Engagement
 - 115 staff guests engaged in USAC Monthly Meetings
 - increased attendance at USAC social gatherings
- Employee Critical Support Fund
 - 571% increase in dollars contributed

- 733% increase in number of donors to the fund

Committee Reports:

- Thank you to FY24 Committee Co-Chairs and Members!

Communications Committee:

- Co-Chairs:
 - Faith Bishop and Alana Gilmore
- Remember to share your department's information to USAC's social media – Instagram, Twitter/X.
- Next Meeting: June 13; 10:30 AM; Teams
 - Will be discussing summer and early fall content for social media

EDI Committee:

- Co-Chairs:
 - Cassanora Lampley and Raven Osa-Oni
- Ongoing Projects
 - Days of Significance Accommodation
 - Project has been prioritized.
 - Currently sourcing supplemental data and resources to support findings across institutions.
 - EDI Training Initiative
 - Project on pause to prioritize committee work on days of significance.
- Awareness Month
 - Juneteenth – June 19, 2024 – Holiday for VU
 - June 14 – On Campus Celebration of Freedom – Bishop Joseph Johnson Cultural Center
 - 11 AM – 2 PM
 - Food Trucks
- Next Meeting: July 11; 11 AM; Teams

Events Committee:

- Co-Chairs:
 - Michael Hollifield and Sara Carroll
- Events
 - Happy Hour on May 14 at HiFi Clyde's - successful
 - Thank you to everyone who signed up to work the USAC Table at Spring Staff Assembly
 - Final meeting of the year already took place; discussed ideas for next year – networking events, coffee hour, ice cream social, service opportunities, Happy Hour
- Next meeting: TBA

Membership Committee:

- Co-Chairs:
 - Christine Fogg and Krista Gyarmati
- Birthdays - June:
 - Hastings Benitone, Kevin Hooper, Allen Karns, Jeffrey Kever, Adam McKeever-Burgett, Chanc'e Moody, Daravannah Weeks, Maisie Wilson
- Meet a Member:
 - Chanc'e Moody – Area Coordinator – Residential Experience, Student Affairs
- Next Meeting: June 25; 10:00 AM; Teams

Rules and Administration:

- Co-Chairs:
 - Sean Butner and Amy Smith
- No Report
- Next meeting: TBD

Staff Life

- Co-Chairs:
 - Jennifer Bennett, Jeremy Bourgoin, Danny Coradazzi
- Ongoing Initiatives:
 - Facilitated a closing meeting with this year's committee.
 - Elected new Co-Chair – Beth Rivas!
 - Submitted mega proposal draft to leadership for edits and commenting.
 - Proposal up for first read next meeting.
- Dare to Grow: Expanding Resources for the Staff Lifestyle
 - Problem: Identification with USAC ideation for issues impacting the entire VU staff lifespan
 - Onboarding and Orientation
 - Furthering Vanderbilt Voyage
 - Back-end operations
 - Concierge support
 - Assessment
 - Fringe/Perk Benefits
 - Perk promotion
 - Competitive perks/incentives rivaling other Nashville employers.
 - Retention Efforts
 - Research and benchmarking.
 - Improved milestone efforts
 - Narrative of vital role staff play.
 - Upskilling, education as a reason to stay.
- Next Meeting: June 19; 1 PM via Teams.

USAC Awards

- 2024 Committee Member of the Year – Kevin Borgic
- 2024 Committee of the Year – EDI – Cassanora Lampley and Raven Osa-Oni and Shahpar Kamtarin
- 2024 Karen Dolan Spirit Award – Lynn Maddox
- 2024 Officers – Vice President – Sara Putnam, Treasurer – Ladonna Smith; Secretary – Lynn Maddox
- Passing the Gavel – President Adam McKeever-Burgett to President-Elect Sara Putnam

Next Meeting:

- Tuesday, July 9, 2024
 - Zoom – 8:30-10 AM
 - Email: usac@vanderbilt.edu

ADJOURN

Sara Putnam, President, adjourned the Meeting at 9:52 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.