



*Francene Gilmer, President*

ADDRESS TO THE  
VANDERBILT UNIVERSITY BOARD OF TRUST  
APRIL 29, 1995  
8:30 A.M.

President Ingram, Chancellor Wyatt, members of the Board, members of the University community, good morning!

As President of the University Staff Advisory Council representing over 3000 employees, I am grateful for the opportunity to share information about our work and our commitment to Vanderbilt University. My 7 year tenure in the Career Center has been the longest at any institution I have served and I must say that being president of the Staff Council has provided more growth and professional development than all other positions combined!

This year has highlighted for me the significance of commitment and dedication of Vanderbilt employees. There are many employees giving us the best they've got, and many have been doing so for a long time. Like you, we want the best FOR Vanderbilt, but we also deserve the best FROM Vanderbilt. Cooperation and responsiveness are among the catalysts to achieve this goal.

This past year has been exciting and challenging, and that excitement has been reflected in the increased attendance and participation of representatives at council meetings, where sometimes there was standing room only. Perhaps small bribes of door prizes and refreshments have helped entice Council members to attend. The management staffs of the Bookstore and HealthPlus have been extremely generous and cooperative by supplying items for our door prizes. The Administration has also been generous in providing our vitamins, nutrition and caffeine at our monthly, 8:30 a.m. meetings.

During my tenure as president, I have attempted to foster a sense of caring among council representatives, and let them know that they are appreciated. As I was made aware of certain situations, cards were sent to those who were ill, expressions of sympathy went to the bereaved, and well wishes went out to those who had cause for celebration. I've attempted to provide personal encouragement to those who have demonstrated a need for it.

This year's agenda included representatives from Human Resources, Health Plus, The Employee Assistance Program, Employee Health and Occupational Health Services, Mail Services and, of course, Traffic and Parking. The Chancellor represented his office very well!

We requested that the Benefits Committee review the tuition reimbursement benefit for staff and offer a recommendation for an increase in the allowance. Our collaboration with the Medical Center Staff Advisory Council has been rewarding, educational and enlightening. Significant committee work has been given to the Flea Market whose proceeds have traditionally provided tuition assistance to families of the University Child Care Center. We have also received requests for funds from other Vanderbilt charities.

The Staff-Faculty Hardship Fund, which has been needed for a long time, has a committee composed of university and medical center staff and faculty representation. The committee reviews monetary requests from employees who find themselves facing very disturbing circumstances. The monies available through this fund have made a positive difference for them.

Last, but not least, "parking" continues to be one of the hottest items on our agenda. Progress with parking appears evident with the addition of the Wesley parking garage and the addition of a new parking zone. Even though parking fee increases appear modest, to many of our staff members those increases are very sensitive issues. Mr. Jeff Carr recently invited members of the Council for a meeting to clarify many issues and to address several lingering concerns. Members of the university community who will be affected by the restructuring of parking have attended open forums to voice their opinions.

The consulting firm contracted to study parking on campus offered their proposal, but employees who purchase the hunting licenses for a parking space have also offered excellent suggestions. Please consider their ideas and suggestions also while making final decisions.

Tough decisions perhaps loom as Vanderbilt University evaluates its economic posture. Since these decisions will affect people, I ask that the utmost respect be given to human considerations and that effective communication be exercised. While we struggle to address University problems in a rational and business-like manner, we must also remember to respond to human problems in humanistic ways.

I have started each meeting this year with words that are meaningful and hopefully inspirational or motivational to those who hear them.

The real purpose of our existence is not to make a living, but to make a life - a worthy, well-rounded, useful life.

Do all the good you can  
By all the means you can  
In all the ways you can  
In all the places you can  
At all the times you can  
To all the people you can  
As long as ever you can.

Again, I want to thank you for this opportunity.