

Remarks to the Board of Trust

From Alfred Brady, University Staff Advisory Council Vice President/President Elect:
2015-2016
April 21, 2016

Members of the Board of Trust, Vanderbilt Administrators and Distinguished Guests, I want to thank you for giving me this opportunity to address you today. My name is Alfred Brady I work in the Special Education department at Peabody as the admission coordinator. I am honored to represent the Staff as the University Staff Advisory Council Vice President/ President elect. It has been my honor to serve on the USAC for the past five years.

The University Staff Advisory Council represents all employees outside of the medical center who are in non-faculty, non-union positions. We are made up of more than 90 elected individuals, chosen by 23 campus groups. Our members include hourly employees to professionals, administrators, and technical specialists. More than 3,000 staff are represented.

USAC's primary motivation is to strengthen the experience of staff at Vanderbilt, and our activities all aim to support this charge. We do this by serving as a sounding board, supporting communication efforts between staff and administration, and by creating opportunities to engage in service to the greater Vanderbilt community.

I would like to share with you a few highlights from this council year:

We begin our year with our established practice of polling university staff to determine if there are new issues of interest or concern. We normally conduct our poll twice a year.

One large effort that has come from our staff poll is our CARE committee. This committee is made up of members of USAC, MCSAC, Faculty Senate, and HR who work together to pick topics of concern we hear most about from staff. CARE stands for Civility, Appreciation, and Respectful Environments. This year's fall presentation was titled "Think Before You Speak." The speakers were Head Baseball Coach Tim Corbin, and EAD Director Anita Jenious.

USAC also looked to be a supportive resource to staff members as the university took on the monumental separation of the University and medical center. We looked to help any staff members that maybe confused or concerned about the split, by providing open staff invitations to any presentations being given to USAC concerning the split. For example, our September meeting featured a presentation by Vice Chancellor Eric Kopstain, who discussed the transition.

USAC is excited to be an active supporter of the university's initiatives on diversity, inclusion and equity. At our March meeting, we invited staff members to a presentation by Vice Chancellor George C. Hill. In our May meeting, staff members will have the opportunity to hear a presentation by the Chancellor's Diversity, Inclusion and Community Committee.

We have continued our support of the Employee Hardship Fund, through the Kroger card program. With this program we are able to support staff members who are facing a financial need, simply by linking and have other staff members link their Kroger Plus card to Vanderbilt as their preferred organization. We are so excited for the continued success and growth of this program.

In closing, Vanderbilt is an exceptional institution. It is unique in Tennessee and can only be compared to a handful of universities across the country. Vanderbilt's reputation as an outstanding and progressive employer has attracted and retained some of the most talented employees this nation has to offer. The staff council has had an incredible year with valuable speakers ranging from chief Human Resources

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officer Barbara Carroll, to Police Chief August Washington, to presentations by Anders Hall on understanding the Vanderbilt endowment. In the upcoming year, the University Staff Advisory Council plans to continue to be a resource to the staff members as we embark on the new journey as a standalone university.

Thank you for your time.