

August 8, 1998

MEMORANDUM

To: Virginia B. Featherston, President, University Staff Council

From: Darlene Lewis, Associate Vice Chancellor, Human Resource Services

Subject: Martin Luther King, Jr. Day

This communication is a follow up to the June University Staff Council Executive Officers meeting where I addressed issues surrounding the Martin Luther King, Jr. Day as an observed holiday here at Vanderbilt University.

As I expressed during the meeting, Vanderbilt did not eliminate Martin Luther King, Jr. Day as a holiday. I cannot emphasize enough that Martin Luther King Jr., Day is not nor has it ever been a recognized holiday. It was a floating day, which can be taken 90 days after the holiday.

Vanderbilt supports and encourages staff to recognize Martin Luther King, Jr. Day. However, realizing we work in a health care environment, Vanderbilt needs more flexible time off programs such as personal days. Where operating requirements allow, staff members are encouraged to recognize Martin Luther King, Jr., Day or any other cultural events/days of importance to them by using their "personal days."

Thank you for allowing me this opportunity to address your concerns and for keeping the University apprised of the concerns of the staff. Should you have any additional concerns, I am, of course, available.

Cc: William A. Jenkins