100 Reasons Why Vanderbilt is a great place to work or so
**What are your top three reasons? Tell us!**

**BY WAYNE WOOD**

This special issue of House Organ is devoted to reasons why Vanderbilt is a great place to work.

We all have our own reasons, don’t we?

What are yours? We want to know.

Those of us with college-age children wake up in the morning thankful that Vanderbilt has a tuition benefit.

If you’re a sports fan, you like the fact that you can get discount tickets to football, baseball and basketball games.

Health Plus members enjoy a free workout facility on campus.

In these times of rising gas prices, the fact that Vanderbilt subsidizes regional bus and train fares, and lets people ride city buses for free to and from work is a big money saver for some of us.

For me, I think the Vanderbilt retirement plan, with its available 5 percent match, is a great benefit.

As I wrote here last month, I love the fact that Vanderbilt’s Dyer Observatory and its telescopes are open to the public.

I think the Masters of Liberal Arts and Science is a great graduate program, and am proud to be one of its graduates.

It goes on and on.

So I want you to go online to www.vanderbilt.edu/houseorgan/ and write your top three reasons why you think Vanderbilt is a great place to work.

But here’s one thing I know: even in a list as extensive as the one in this issue, there are some things that have been left out that are important to other people. Maybe even you.

So, if you have a reason that we’ve left off, tell us!
Vanderbilt University is a great place to work.

There are a lot of reasons for this, and that’s what this list is about.

Vanderbilt, the largest private employer in Nashville, combines great benefits, the cultural advantages of a major university, and the financial clout that makes staff and faculty coveted customers for local retailers.

Every item on this list is available to a substantial number of us—although not everybody is eligible for everything. Some things are only for full-time people, some have other restrictions, and, obviously, if you don’t have children, the children’s tuition benefit isn’t of much interest to you. But generally, these are things that lots of us are eligible for and can use to save money, learn, get healthier and improve our lives.

Some of the items listed are only for Vanderbilt people; some are Vanderbilt programs that are available to both people inside and outside the institution; some are community programs or businesses that offer special deals to Vanderbilt people. And some are sort of intangible items that fall somewhere beyond this classification, but seem to belong on the list anyway. But the bottom line is, these are all reasons, some large, some small, that contribute to Vanderbilt being a great employer.

**Weasel words**

Which brings us to a very important part of this introduction, the weasel words:

**Weasel words, part one**: This is NOT a list of EVERY reason why Vanderbilt is a great place to work. You may have reasons in mind that are not on this list. That’s great, and we’d like you to go to our website and join the conversation by telling us what your reasons are.

**Weasel words, part two**: We have tried to be sure that what we say is accurate, but the final decisions about what programs are available to who rest with the people who manage those programs. We provide contact information with most items so that you can ask questions or check with people who know more or who can give you details.

**Weasel words, part three**: These items are categorized by subject, but are not in any particular order. In a place this big, with all our individual backgrounds and interests, ranking things like they were going to be counted down by Casey Kasem would be impossible, and we didn’t try.
The Occupational Health Clinic—For everything from programs to monitor exposure to workplace hazards to treatment for work-related injuries, the OHC protects faculty and staff at work. For sniffles, sneezes and other minor ailments, Occupational Health provides Express Care. With a convenient location and walk-in service, Vanderbilt faculty and staff get the care they need without leaving the Vanderbilt campus.

For sniffles, sneezes and other minor ailments, Occupational Health also provides Express Care as a benefit for Vanderbilt faculty and staff, a complimentary walk-in clinic for minor injuries and illnesses. [http://occupationalhealth.vanderbilt.edu](http://occupationalhealth.vanderbilt.edu)

A Health Risk Assessment—Health Plus offers a complimentary Health Risk Assessment as part of its wellness program. The Health Risk Assessment helps you understand what your health risks are and what you can do to become as healthy as possible. Do it every year to track health changes. [http://healthandwellness.vanderbilt.edu/go-for-the-old/child_interior/step-1-the-health-risk-assessment](http://healthandwellness.vanderbilt.edu/go-for-the-old/child_interior/step-1-the-health-risk-assessment)

Group fitness classes—Health Plus offers group fitness classes for all levels and interests at the Kensington Garage location and at locations on the main campus, One Hundred Oaks and Green Hills. Among the classes are Functional Fitness, Step, Aqua Aerobics, Yoga, Zumba, Pilates, Kickboxing, and even a track class for runners...just to name a few. All classes are available at no charge to full and part time regular faculty staff. [http://healthplus.vanderbilt.edu/service/group-fitness](http://healthplus.vanderbilt.edu/service/group-fitness)

From the farm to your work—A weekly Farmers’ Market is offered each summer and fall by Health Plus, in collaboration with Monroe Carell Jr. Children’s Hospital at Vanderbilt and the Nashville Farmers’ Market. Stop by Medical Center Plaza (across from Langford Auditorium) to purchase fresh fruits, vegetables, locally farmed meat, cheeses and bread. And coming soon, a One Hundred Oaks Farmers’ Market. [http://healthplus.vanderbilt.edu/service/farmer-s-market](http://healthplus.vanderbilt.edu/service/farmer-s-market)
Watch, learn, eat—Looking for something healthy to prepare or maybe you just need a little inspiration? Health Plus offers two-to-three minute video in The Healthy Kitchen Cooking Video Library for a variety of ideas for healthy menu items in no time. [http://healthplus.vanderbilt.edu/article/the-healthy-kitchen-cooking-video-library](http://healthplus.vanderbilt.edu/article/the-healthy-kitchen-cooking-video-library)

**Health Plus’ fitness facility**—Full and part time regular faculty and staff have access to a fully equipped fitness center, located atop the Kensington Garage, at the corner of 25th Avenue South and Kensington Avenue. The facility includes cardiovascular equipment, weight equipment, group fitness classes, showers, help from fitness professionals and much more. [http://healthandwellness.vanderbilt.edu/fitness-programs/child_interior/fitness-programs-home](http://healthandwellness.vanderbilt.edu/fitness-programs/child_interior/fitness-programs-home)

**Discount on Dayani membership**—The Kim Dayani Center is a medically-based fitness center on the Vanderbilt campus, complete with exercise facilities, classes, a swimming pool and fitness classes. It is the first Medical Fitness Association-certified center in Tennessee. Individual, couple and family memberships are all discounted for Vanderbilt people. [www.vanderbilthealth.com/dayani/15676](http://www.vanderbilthealth.com/dayani/15676)

**Student Recreation membership**—Vanderbilt employees are eligible to join the Student Recreation Center, and have access to its exercise facilities and pool. [www.vanderbilt.edu/campusrecreation/index.html](http://www.vanderbilt.edu/campusrecreation/index.html)

**Vanderbilt Orthopaedics Institute membership**—Vanderbilt employees are eligible to join the Vanderbilt Orthopaedics Institute’s fitness center, located in the South Tower of Medical Center East. The facility has exercise equipment, classes, and specializes in helping people with knee, back, shoulder or ankle pain. [www.vanderbilthealth.com/orthopaedics/16909](http://www.vanderbilthealth.com/orthopaedics/16909)

**Employee Assistance Program**—Work/Life Connections-EAP provides a variety of psychological support to faculty and staff, including help with problem solving and stress resilience through individual counseling, performance coaching, group education, and manager consultations. It also has services devoted to the special issues encountered by faculty, physicians and nurses, in addition to those provided other staff. [http://worklifeconnections.vanderbilt.edu/](http://worklifeconnections.vanderbilt.edu/)

A Portal to access your health and wellness information—Faculty/Staff Health & Wellness has a Health and Wellness Information Portal where you can log in and see what preventive exams are recommended for you based on your age and gender. You can also check your Go for the Gold status; view your measurements for height, weight, BMI and blood pressure done by Health Plus as well as your participation history in Health Plus activities; check compliance and print immunization records with Occupational Health; complete a confidential mental health screening; find back-up care for adults and children; or view your account status, if you have a child in one of Vanderbilt’s Child Care Centers. [https://myhealthandwellness.vanderbilt.edu](https://myhealthandwellness.vanderbilt.edu)

A holiday weight maintenance challenge—Health Plus challenges all faculty and staff each fall to weigh-in before Thanksgiving and again after the New Year. If you maintain your weight within 2 pounds, you will be entered into a drawing for great prizes to be given away. Everyone receives tips for succeeding and recipes. [http://healthplus.vanderbilt.edu/](http://healthplus.vanderbilt.edu/)

A rewards program for lap swimmers—The Health Plus Lap It Up Club will reward you for your laps, help you increase the distance you swim, and help you reach your personal goals. All you have to do is record the number of laps you swim each time you visit any pool and you can win great prizes such as swim caps, duffle bags, goggles and more. And remember, there are two pools on campus, at the Dayani Center and at the Student Recreation Center—both of which offer memberships for Vanderbilt staff and faculty. [http://healthplus.vanderbilt.edu/service/lap-it-up-club](http://healthplus.vanderbilt.edu/service/lap-it-up-club)

Learn to swim—The Vanderbilt Swim School has been teaching children and adults to swim for more than 40 years, so if your kids need to learn to swim, or you’ve grown up without learning how, there’s a place to get the skills to have fun in the water. Private lessons are available, too. 322-7946. [www.vanderbilt.edu/campusrecreation/aquatics/swimschool.html](http://www.vanderbilt.edu/campusrecreation/aquatics/swimschool.html)

Start!—The Start! Physical Activity Program rewards faculty and staff with great prizes for achieving quarterly challenges. Log your activity on the online tracker and enjoy motivation emails, walking trails and special events. There is even a walking club, Walking Wednesdays, that meets for six weeks each spring and fall. [http://healthplus.vanderbilt.edu/service/start-physical-activity-program](http://healthplus.vanderbilt.edu/service/start-physical-activity-program)

Free anonymous online mental health screening—The Mental Health Self-Assessment, offered by Work/Life Connections-EAP is divided into sections that ask participants about either depression, post-traumatic stress, anxiety, bipolar disorder and/or alcohol abuse. If the results suggest significant potential mental health symptoms, the program will direct you to additional resources. 936-1327. [http://worklifeconnections.vanderbilt.edu/service/on-line-screening](http://worklifeconnections.vanderbilt.edu/service/on-line-screening)
Workshops—The Occupational Health Clinic offers flu shots to all faculty and staff at no charge each fall. They also offer vaccines for other communicable diseases based on occupational risk as well as the OHC Comes to You program, a service that brings the service to you on or off campus, day shift nights or weekends. [Link](http://occupationalhealth.vanderbilt.edu/occupational-health-clinic/service/ohc-comes-to-you)

Weight Watchers at Work Partial Reimbursement—Vanderbilt Health provides partial reimbursement for the cost of registering for the 10-week Vanderbilt Weight Watchers at Work Program. [Link](http://healthplus.vanderbilt.edu/service/vanderbilt-weight-watchers-at-work)

Weight management workshop for adults—This program of the Dayani Center, in conjunction with Health Plus, offers a holistic approach to weight loss: nutrition, physical activity, empowerment, motivation and well-being. Sounds almost like life management. [Link](http://www.vanderbilthealth.com/dayani/15181)

QuitRx for smoking cessation—The Occupational Health Clinic QuitRx Program offers counseling and treatment services, including medication prescriptions, when recommended. OHC: 936-0955. [Link](http://occupationalhealth.vanderbilt.edu/service/quit-rx)

Smoking cessation and prevention workshops—The Dayani Center’s Smoking Cessation and Prevention Workshops are offered in individual or group formats, and meet for eight weeks. Individual sessions can even be scheduled for flexible times. 322-4751. [Link](http://www.vanderbilthealth.com/dayani/15373)

Wellness Program for Nurses—The Work/Life Connections-EAP Nurse Wellness Program provides psychological support to nurses. It includes counseling, workplace outreach, and promoting wellness and is available to registered nurses, advanced practice nurses, graduate nurses, licensed practical nurses and their spouses or domestic partners. [Link](http://healthandwellness.vanderbilt.edu/nurse-wellness-program/child_interior/nurse-wellness-program-home)

Faculty and Physician Wellness Program—The Work/Life Connections-EAP Faculty and Physician Wellness Program provides psychological support to faculty of all 10 University Schools as well as house staff, spouses and domestic partners. [Link](http://healthandwellness.vanderbilt.edu/faculty-physician-wellness-program/child_interior/faculty-physician-wellness-program-home)

Self-conducted workstation ergonomics evaluation—Everybody should be able to work in comfort and safety, and the Occupational Health Clinic’s Ergonomics Program is devoted to helping. You can conduct your own office ergonomics workstation evaluation online, print it and share it with your supervisor. [Link](http://occupationalhealth.vanderbilt.edu/service/ergonomics-program)

The Go for the Gold program—Vanderbilt’s award-winning Go for the Gold program is a comprehensive health promotion program designed to help faculty and staff and their families lead healthier and more productive lives by identifying health risks and taking action to reduce those risks. A wellness credit of up to $240 per year is available to faculty and staff paying for Vanderbilt Health Plan benefits. [Link](http://healthandwellness.vanderbilt.edu/go-for-the-gold/child_interior/go-for-the-gold-home)

Online workouts—Can’t make it to an exercise class? Choose from a variety of Health Plus online workouts that are great ways to boost physical activity. Do them in your office, at your desk, at home or when traveling. [Link](http://healthandwellness.vanderbilt.edu/fitness-programs/child_interior/online-workouts)

Wellness podcasts—Listen to Health and Wellness Wellcast interviews, tips and tidbits on a variety of health and wellness topics ranging from grilling safety to crock pot cooking to relaxation techniques. Listen from your MP3 Player or your computer. [Link](http://healthandwellness.vanderbilt.edu/wellcasts)

Know Your Numbers—The Know Your Numbers program measures blood pressure, weight and body mass index. These numbers can be used on your yearly Health Risk Assessment and compared throughout the year for changes. The Know Your Numbers events are held at convenient locations on and off the main campus monthly and by appointment in departments. [Link](http://healthplus.vanderbilt.edu/service/know-your-numbers)

Handle your anger—and more!—The Work/Life Connections-EAP Career Ladder Training Series is for anyone wanting to sharpen customer service skills and is great for front line staff. These free classes include such topics as Handling Anger, Resolving Conflict and Difficult Conversations. [Link](http://worklifeconnections.vanderbilt.edu/service/career-ladder-training-series)

A Walk-in Clinic for Minor Illnesses—Faculty/Staff Express Care is operated by the Occupational Health Clinic and provides care for minor illnesses at no charge to faculty and staff. [Link](http://healthandwellness.vanderbilt.edu/faculty-staff-express-care/child_interior/faculty-staff-express-care-home)

Meet your wellness coach—Health Plus coaches work with people as they identify areas of their health and well-being they want to improve and support them as they set goals around those identified areas and begin to take action to achieve them. [Link](http://healthplus.vanderbilt.edu/service/wellness-coaching)

My Health at Vandy—Those who are patients as well as employees can check lab values, send messages to their health care provider, request prescription refills, schedule appointments, and do other things, all in a secure web portal. [Link](http://www.vanderbilthealth.com/myhealth_help/)
Reaching for the stars—Dyer Observatory, at 100 Oman Drive (near Radnor Lake), has programs on astronomical phenomena and makes its telescopes available for public viewing from time to time. Get acquainted with some of the local planets, stars and galaxies. And it’s got space to rent for meetings and events, which can lend a space-age aura to any occasion. 373-4897. www.dyer.vanderbilt.edu

Blair concerts—Vanderbilt’s Blair School of Music has several concerts or recitals a month featuring faculty and guests. For music lovers, having this many talented people performing here is a real treat. 322-7651. www.vanderbilt.edu/Blair/concert-series/index.html

Movies at Sarratt—Sarratt Cinema, in Sarratt Student Center, is the home to film series and festivals, such as the International Lens series. Sarratt: 322-2425. www.vanderbilt.edu/internationallens/

Sarratt Gallery—Monthly exhibitions of works by distinguished artists, available at no charge and a guaranteed spirit-lifter a short walk away. 322-2471. www.vanderbilt.edu/sarrattgallery/

Vanderbilt University Theater—Student productions of plays, in Neely Auditorium on campus. Don’t ask yourself, “To go or not to go”—just go! 322-2404. http://sitemason.vanderbilt.edu/theatre/home

Rental of recreational equipment—The Student Recreation Center has a wide variety of recreational equipment—stuff like backpacks, spelunking equipment, volleyballs, and camping tents—available for rental to staff and faculty. That’s right: spelunking equipment. 343-8182. www.vanderbilt.edu/outrec/gear/

Discounts on movies—Discount passes to Carmike and Regal theaters are for sale at Vanderbilt Valet and at the Sarratt Box Office. Save enough to buy some popcorn without a home equity loan. www.childrenshospital.vanderbilt.org/interior.php?mid=8200

Discounts on athletic tickets—Full-time Vanderbilt University faculty and staff are eligible for two reduced-priced season tickets for football, baseball and men’s/women’s basketball based on availability. Just bring your Vanderbilt ID and seven-digit employee ID to the McGugin Center at 2601 Jess Neely Dr., Monday-Friday, 8:30 a.m.-5 p.m. 322-4653. www.vanderbilt.edu/commodores/facstaff.htm

Great Performances at Vanderbilt—Jazz, dance, classical music, and theater are all a part of the annual programs of Great Performances at Vanderbilt, a catch-all title for a wonderful collection of culture and entertainment. Staff, faculty and students get tickets at a discount. 322-2471. www.vanderbilt.edu/greatperformances/

Get crafty—The Needles and Pins craft fair is sponsored every year by the Medical Center Staff Advisory Council. It’s a festival of food, music and crafts, and the money raised benefits staff and patients of VUMC. www.mc.vanderbilt.edu/root/vumc.php?site=mcsac&doc=20990

Libraries—People who work at Vanderbilt can use their staff ID card or badge as a library card that gives them access to all the libraries in the University system—hundreds of thousands of books, journals, and videos full of stories, pictures and facts. The collective memory of the human race and the riches of the world.

Central: 322-2800. www.library.vanderbilt.edu/central/

Eskind Biomedical Library: 936-1410. www.mc.vanderbilt.edu/biolib
Rites of Spring—Every spring there are several days of music and gaiety perfect for getting out in the warm sunshine and letting the winter bake out of your bones. 322-2425. www.vanderbilt.edu/ros/

Cultural Enrichment—VUMC’s Office of Cultural Enrichment puts on exhibits of art, programs of music, and other activities that make the Medical Center more pleasant for our patients, as well as staff and faculty. Pleasant surroundings are better for patients and the rest of us, too. 936-1234. www.mc.vanderbilt.edu/root/vumc.php?site=culturalenrichment

Vanderbilt Fine Arts Gallery—What a treasure this is. The gallery is located in Cohen Memorial Hall on the Peabody Campus, and features exhibitions from guest artists and displays from the university’s almost 6,000-piece permanent art collection. 322-0605. www.vanderbilt.edu/gallery/collection

Really good coffee—There are coffee stands with both fancy brews and the ultra-potent wake-you-up-from-a-coma stuff in the Courtyard Café, hospital and Medical Center North lobbies, Medical Research Building III, the Rand Dining Hall, and the Hill Student Center at Peabody. There are also Fido’s in Hillsboro Village and a couple of Starbucks within walking distance. You have no excuse for sleeping on the job.

TPAC discounts—Up to a 60 percent discount available on select Broadway, TPAC Presents and Tennessee Repertory Theatre performances at the Tennessee Performing Arts Center. Click on “university,” and the password for the discount is “vandytix.” 782-4060. www.tpac.org/shows/groups/corpsaver.asp

Golfing at Legends—The Vanderbilt Legends Club in Franklin, Tenn., offers staff, faculty and emeritus faculty reduced rates. Daily fee golf is 20 percent off, and joining the club is also offered at 20 percent off. Daily golf information: 791-8100, ext. 238. Membership information: 791-5755. www.legendsclub.com/fu/main/Membership-1453.html

Vanderbilt Concert Choir—This is a group that was founded in 1895, which means, as a group, it’s even older than the Rolling Stones. The choir is made up of undergraduates from all schools, and are known for performing both on campus and for touring to appreciative crowds both home and abroad. www.vanderbilt.edu/ConcertChoir/index.html

Tailgate—Every fall there is a University-wide tailgate party, featuring food, games, getting together with family, and a Vanderbilt football game. It’s quite a blowout.

Get out and see the world—The Vanderbilt Travel Portal can help you plan business trips, is useful for personal travel and can get you good deals, too. www.campusxtravel.com/university/vanderbilt/index.htm

Wi-Fi—Many buildings at Vanderbilt have wi-fi, and if you’d like to have wireless internet access for your office, contact Information Technology Services to work out the details. Also, remember that free Internet access via terminals is available in many locations on campus, including libraries, the Health Plus fitness center and others. http://its.vanderbilt.edu/wireless/
Tuition discounts for children—Eligible dependent children may qualify for tuition benefits if you have been a full-time member of the Vanderbilt staff or faculty for the past five continuous years, or have equivalent service at another accredited college or university. For Vanderbilt, the discount is 70 percent; for courses at other accredited universities or colleges, the benefit is tied to that school’s tuition amount. 322-8330. http://hr.vanderbilt.edu/benefits/tuition.php

Benefits Fair—Every fall before the Open Enrollment period Human Resource Services sponsors this event. Vendors, insurance providers, retirement plan providers, and others hand out information and answer questions, all to make sure that you make the best choices in your use of benefits. And since almost every booth has giveaways, you can walk out of this thing loaded down with freebies like a pack mule. You may never have to buy a ballpoint pen again. 322-8330. http://hr.vanderbilt.edu/benefits/tuition.php

Retirement plan—This is a good deal. The retirement plan is mandatory for staff and faculty after one year of service when staff work at least 20 hours a week or faculty have a full-time appointment. There is a mandatory retirement contribution of 3 percent (6.47 percent for VMG members) and it is matched at 3 percent, whether the individual has to put in 3 percent or 6.47 percent. And another 2 percent is matched dollar for dollar. So if you contribute 5 percent, so does the University, and you’re saving 10 percent of your salary for retirement. There are many investment choices, so you can tailor your retirement fund to meet your needs. 322-8330. http://hr.vanderbilt.edu/benefits/retirementplan.php

Good deals on loans—Members of the Vanderbilt Employees’ Credit Union have access to VERY competitive rates on car loans, boat loans, signature loans and other loans. 936-0300. www.vanderbiltcu.org

The Vanderbilt Employees’ Credit Union is a full service organization—Savings, checking, debit card, car loans, home equity loans, ATMs and more. And it’s owned by its members, which is cool. 936-0300. www.vanderbiltcu.org/index.html

Your bank likes you if you work for Vanderbilt—Local banks, including Fifth Third, Regions Bank, Bank of America, First Tennessee, and SunTrust, offer discount programs to Vanderbilt employees. Check the Faculty/Staff Discount list, see what bank has the best deal or the most convenient locations for you, and start saving on banking services. http://hr.vanderbilt.edu/benefits/perqs.php

Flexible Spending Account for medical expenses and dependent day care expenses—Full-time staff and faculty can hold back a portion of their pay, pre-tax, to pay for medical expenses or for day care for children or dependent older adults. This puts pre-tax dollars to work on these predictable expenses. 322-8330. http://hr.vanderbilt.edu/benefits/psa.php
Martin Luther King Jr. Commemorative Series—The MLK Series, as it’s fondly known, has lectures and events designed to educate the Nashville and Vanderbilt communities about King’s life and legacies of peace, justice and equality. 322-2457. www.vanderbilt.edu/mlk/

Help with courses at other institutions—The Vanderbilt tuition reimbursement is not just limited to Vanderbilt. It also applies if, with your supervisor’s approval, you take a job-related course at another accredited institution. If you get a C or better in the course, 70 percent of your tuition (up to 70 percent of the equivalent Vanderbilt tuition, whichever is less) will be refunded. If the course is job-related, you get a tax benefit, too. What is “job-related”? Check with Human Resource Services. 322-8330. http://hr.vanderbilt.edu/benefits/Vanderbilt-StaffTuitionDiscounts.php

Tuition discounts for employees and spouses—Spouses of staff and faculty members can receive a 47 percent tuition discount. This applies to a single three-hour course per semester, including a fourth hour for lab, if applicable, provided they are not pursuing a degree and are not enrolled in a full-time program. Classes must be attended at Vanderbilt. Staff and faculty receive a 70 percent tuition discount for one course per semester. The course doesn’t have to be job-related, and can be in pursuit of a bachelor’s, graduate or professional degree. So you can work here and pursue your education at the same time. http://hr.vanderbilt.edu/benefits/tuition.php


Holocaust Lecture Series—Vanderbilt hosts the longest continuous Holocaust Lecture Series at any American University. Every year a group of theologians, philosophers, historians, artists and Holocaust survivors bring their perspectives to examining and remembering this stain on human history. Remembering is the first step to making reality the cry, “Never again.” 322-2457. http://www.vanderbilt.edu/religiouslife/hls/index.html

Free course auditing for staff and faculty—Eligible staff members may audit one Vanderbilt course per semester and tuition will be waived, provided the staff member has the instructor’s and the supervisor’s written permission to attend. No credit is given for audited classes. 322-8330. http://hr.vanderbilt.edu/policies/HR-013.php

Vanderbilt Police educational programs—The VUPD’s office of Crime Prevention provides educational programs on a variety of topics to the Vanderbilt community. Whether your office or group wants to know about personal safety, the Rape Aggression Defense System, travel safety, or other security related topic, they’ve got you covered. 322-2558. http://police.vanderbilt.edu/faculty-staff/education-programs/

GED class help—Vanderbilt will pay the GED exam fees for any employee or their immediate adult family members (benefits-covered spouse/certified domestic partner and dependents). A list of local GED programs is available. 936-8823. http://hr.vanderbilt.edu/training/gedresources.php

Courses for leaders and managers—The HR Leadership Foundation series provides every supervisor with the necessary...
tools to build a successful supervisory foundation. Participants will enhance their skills in attracting and hiring new staff, developing and coaching staff, managing performance and behavior and reducing legal and employee relations problems. 322-8320. http://hr.vanderbilt.edu/training/hrfoundations.php

**Life Phases Series**—Presentation series designed to help support the quality of work life by providing programs to help manage areas of our lives other than work. 343-8943. http://healthplus.vanderbilt.edu/events

**Vanderbilt Dance Group**—Classes in all kinds of dancing—ballet, modern, tap, ballroom, even line dancing—are offered to staff, faculty and students. 322-6400. http://www.vanderbilt.edu/dance/

**The Career Ladder Training Series**—Work-Life Connections-EAP offers this series and is great for anyone wanting to sharpen their customer service skills and ideal for front line staff. Class topics include: Handling Anger, Resolving Conflict, Multi-Generations and Communication Differences and others. 936-1327. http://worklifeconnections.vanderbilt.edu/service/career-ladder-training-series

**Craft classes and work areas**—Classes in crafts and arts such as photography, pottery making, jewelry-making and weaving are available at Sarratt Center, as are facilities, such as a darkroom and a pottery room. 343-0491. http://www.vanderbilt.edu/sarrattart/index.html

**Life Insurance for staff and faculty**—Staff and faculty have group term life insurance equal to annual salary as part of their benefits package. Those who wish to purchase more may do so, up to an additional three times your annual salary. 322-8330. http://hr.vanderbilt.edu/benefits/lifeinsurance.php

**Long-term disability insurance**—If you are disabled and are not able to work, this coverage picks up six months later, and provides 60 percent of your salary—a key piece of financial security for your family in case something terrible happens. 322-8330. http://hr.vanderbilt.edu/benefits/Long-term.php

**Life insurance for dependents**—Vanderbilt provides life insurance for your spouse and eligible children. Coverage for a spouse is $5,000 and coverage for a child from birth to 19 years (23 years if a full-time student and eligible dependent) is $2,500. 322-8330. http://hr.vanderbilt.edu/benefits/lifeinsurance.php

**Accidental death and dismemberment insurance**—Vanderbilt makes this coverage available to staff and faculty as part of its benefit package. The prospect isn’t much fun to think about, but it’s good to know the coverage is there if it’s needed. 322-8330. http://hr.vanderbilt.edu/benefits/ad-d.php

**Sick leave is applicable to family members**—Vanderbilt sick time may be used to care for family members who are sick, which gets you out of trying to weasel around and claim to be sick when you actually have a sick spouse or child. 322-8330. http://hr.vanderbilt.edu/policies/HR-029.php

**Hardship Fund**—Faculty and staff who are facing a one-time financial hardship can apply for money from this fund to help get back on their feet. 936-1327. http://worklifeconnections.vanderbilt.edu/service/overview-of-the-faculty-and-staff-hardship-fund

**Full retirement payments after long-term disability**—If you have the misfortune to need to leave your job due to long-term disability, you don’t have to lose out on your retirement. Vanderbilt continues monthly contributions to your retirement account if you are a participant in Vanderbilt’s Retirement Program. 322-8330. http://hr.vanderbilt.edu/benefits/Long-term.php

**Pet insurance**—Nobody likes having a sick cat or dog, but knowing that Vanderbilt offers pet insurance can help take away some of the financial bite. http://hr.vanderbilt.edu/benefits/petinsurance.php

**Bereavement leave**—It’s good to know that you can take up to three paid days off if there is the death of a spouse, domestic partner, son, daughter, mother, father, mother-in-law, father-in-law, sister, brother, grandparent, grandchild, stepparent, step-sibling or stepchild. 322-7259. http://hr.vanderbilt.edu/policies/HR-020.php

**AlertVU**—This is a service that rapidly sends messages to the delivery points a subscriber chooses—cell phone (voice or text), land line, or email account—in the event of an emergency that poses an imminent threat or danger to the Vanderbilt community. Be aware out there. www.vanderbilt.edu/alertvu/
KIDS AND FAMILIES

100 REASONS

Summer camp directory—Looking to find a camp for your child this summer? The Child and Family Center website has an extensive list of summer camps for day and overnight to help you find the right program for your child. You can filter by county and obtain descriptions and contact information. You can practically taste the s’mores. http://childandfamilycenter.vanderbilt.edu/services/category/32

Summer camps on campus—The Vanderbilt campus is brimming every summer with camps to keep youngsters amused and to teach them new skills. There are music camps, a baseball camp, football camp, basketball camps for both boys and girls, soccer camps, tennis camp, science camps, and engineering camp, and camps for young people with disabilities. www.vanderbilt.edu/cngr/summer_programs/

Lactation rooms and breastfeeding information—To support moms who would like to breast feed or express breast milk after returning to work, there is a dedicated employee lactation room in Medical Center East, and rooms shared with new moms who are patients are also available in VUH and the Monroe Carell Jr. Children’s Hospital at Vanderbilt. Also, the Child and Family Center offers resources to support you in a healthy pregnancy and baby’s best start. These resources will provide you with educational opportunities at Vanderbilt, breast-

Quality early childhood education for children of faculty and staff—There are 4 child care centers on the Vanderbilt campus, providing quality early childhood education to the children of faculty and staff. The program serves children from infancy (6 weeks) to 5 years old. The centers are licensed by the Tennessee Department of Education and offered at: Belcourt Avenue, Edgehill Avenue, 18th Avenue and Patterson Street. http://childandfamilycenter.vanderbilt.edu/child-care-center/child_interior/child-care-center-home

Support for aging loved ones—The Child and Family Center offers a variety of elder care resources including an annual elder care fair, monthly lunch and learns (Boomers, Elders, and More Series), a caregiver support group, and personalized consultations for those providing care for a loved one. http://childandfamilycenter.vanderbilt.edu/services/category/55

Sibling at Birth program—Brothers and sisters aren’t left out when it comes to welcoming the addition to the family—this program prepares children to be present to welcome a new baby into the world. 936-1414.

Parents in a Pinch Service—The Child and Family Center offers Parents in a Pinch to provide back-up child care and back-up adult care services for infants, preschoolers, school-agers, parents or yourself. http://childandfamilycenter.vanderbilt.edu/service/back-up-care-comparision-chart

Domestic partner coverage—Vanderbilt extends its health and other benefit coverage to same-sex domestic partners. This is important for gay and lesbian employees, of course, but it’s an important statement about the values of non-discrimination the University stands for, too. http://hr.vanderbilt.edu/policies/HR-016.php

A Sitter Service—The Sitter Service is offered by the Child and Family Center and is a great resource for connecting faculty and staff who need sitter services with Vanderbilt students and employees who are interested in providing care for infants, preschoolers, school-agers and adults. The service will allow you to quickly access in-home sitters while allowing students and employees to

Prenatal education and a savings bond—Health Plus wants to support you in having a healthy pregnancy by offering Babies and You, a prenatal education program to encourage early and consistent prenatal care. Educational sessions on various topics are offered monthly. A $100 U.S. Savings Bond (taxable) is offered to eligible participants who attend at least three of the monthly classes and go to all of their prenatal care provider visits. Full-time, benefits-eligible Vanderbilt employ-

ees, their spouses, and dependents are eligible for this program. Enrollment is easy and available online. http://healthplus.vanderbilt.edu/service/babies-and-you
earn extra income and enjoy providing care and companionship. http://childandfamilycenter.vanderbilt.edu/service/vanderbilt-sitter-service

Adoption Assistance—The University will reimburse up to $3,000 per child for eligible expenses toward adopting up to two children. The cost of childbirth has always been covered, and now some of the costs of growing a family through adoption are covered, too. http://hr.vanderbilt.edu/policies/HR-037.php

If you need to, you can see a doctor fast—The Vanderbilt Family Appointment Program (V-FAM) offers medical appointments to staff, faculty and their immediate families within 48 hours for the treatment of acute/chronic problems. This doesn’t necessarily mean you’ll see your regular doctor, but you are guaranteed to see somebody who can help, and an RN and a patient services coordinator guide you through when you call. 343-8863. http://hr.vanderbilt.edu/quick-lists/wellness.php

Family Therapy—All the insurance plans available to VU faculty and staff cover family therapy, in addition to individual therapy. Sometimes the best way to deal with a problem is to have the whole family in on the solution, and this coverage recognizes that.

Theme park discounts—Heading to Disney World, Six Flags, Busch Gardens, Nashville Shores, or other big time theme parks? Check out the discounts in the Faculty/Staff Discount Program before you go and save some bucks. http://hr.vanderbilt.edu/benefits/perqs.php

The Vanderbilt Valet—This service is a real time saver. At no extra cost to you, The Vanderbilt Valet arranges to handle errands such as cleaning pick up and drop off, oil changes, jewelry repair, watch batteries, car washing and detailing, and others. 343-8254 (Medical Center North office); 936-8253 (Monroe Carell Jr. Children’s Hospital at Vanderbilt office); 936-7977 (One Hundred Oaks office). www.childrenshospital.vanderbilt.org/interior.php?mid=8200

Come on and take a free ride—Full-time staff and faculty, as well as volunteers, graduate and professional students can ride Metro Transit Authority buses to and from work for free, using only their ID badges. A great deal for those who live near the bus line, but good for those who live elsewhere, too, because there is a park and ride option. 862-5950.

Come on and take a subsidized ride—Regional Transportation Authority regional bus service, as well as commuter rail service on the Music City Star, are provided at a discount to all full-time Vanderbilt employees and volunteers. Rail stops include Lebanon, Martha, Mount Juliet, Hermitage and Donelson. A free shuttle bus service between the Nashville Riverfront Terminal and Vanderbilt coincides with train arrivals and departures. 862-6117. http://www.mc.vanderbilt.edu/root/vumc.php?site=medcenterparking&doc=15028

Diabetes-friendly snacks—The 8th Floor Bistro, located on (surprise!) the 8th floor of the South Tower of Medical Center East, is adjacent to the Eskind Diabetes Clinic and offers a selection of diabetes-friendly snacks. http://www.mc.vanderbilt.edu/myvumc/?article=10522

Proximity to West End—Vanderbilt is in a great location to get things done during lunch—including grabbing some office supplies, picking up a gift at Scarlett Begonia, or getting your bike repaired at Cumberland Transit. Or even taking a walk in Centennial Park.

Faculty and Staff Discount Program—Human Resource Services maintains a list of merchants who give discounts and special deals to people who work at Vanderbilt. While the University is not endorsing these businesses, giving these folks your business can save you some money. 322-8322. http://hr.vanderbilt.edu/benefits/perqs.php

Bookstore discounts—Staff and faculty get a 10 percent discount on most merchandise at the Vanderbilt Bookstore. There aren’t many general interest new bookstores left in Nashville, and we’ve got one right here. 322-2994. www.bkstr.com/Home/10001-10244-1?demoKey=d

A month off a year—After five years of service for salaried staff and six years for hourly paid staff, the minimum amount of vacation anybody who works here full time gets is three weeks, which, combined with the holidays and personal days you get off, adds up to more than a month of days off every year. http://hr.vanderbilt.edu/policies/HR-005.php

The Campus—The Vanderbilt campus has 330 acres, 6,400 trees, and 220 buildings, and is classified as an arboretum by the American Association of Botanical Gardens and Arboreta. The Peabody section of campus has been a Registered National Landmark since 1968. Both the Peabody and main campuses are won-
derful places to walk through the shade, sit in the sun, or listen to birds in an oak. This is your workplace.

Chapels available—Rhea Chapel in the Medical Center, the Chapel at the Monroe Carell Jr. Children’s Hospital at Vanderbilt, and Benton Chapel and All-Faith Chapel at the Divinity School are available to staff and faculty for weddings, memorial services, and other events.

Rhea: 936 1333. www.mc.vanderbilt.edu/pastoral


Others: 322-2448. www.vanderbilt.edu/religiouslife/facilities.html

Religious services—At the Medical Center there are half-hour non-denominational Sunday morning services at Rhea Chapel (just off the hospital lobby) at 10 a.m. and at the chapel in Monroe Carell Jr. Children’s Hospital at Vanderbilt at 11 a.m. In addition, during the week, there are various Catholic and Protestant services on campus, as well as services and observances for those of Jewish, Muslim and other faith traditions. Vanderbilt is a place of learning, and also a place of faith. www.vanderbilt.edu/religiouslife/worship.html


Rhea Chapel:
www.vanderbilthealth.com/pastoralcare/14856

Anytime Teller Machines at work—Convenience is king, with ATMs in The Vanderbilt Clinic, Medical Center North, Monroe Carell Jr. Children’s Hospital at Vanderbilt, The Commons, Sarratt Student Center, and other campus locations. The Vanderbilt Employees’ Credit Union has ATMs at One Hundred Oaks, Medical Center North, Frist Hall, The Vanderbilt Clinic and Monroe Carell Jr. Children’s Hospital at Vanderbilt. www.vanderbiltcu.org/locations.html

Eats on campus—The Medical Center has Au Bon Pain (soon!), the Courtyard Cafe, and the food court at the Monroe Carell Jr. Children’s Hospital at Vanderbilt, (which includes a Subway and a Ben and Jerry’s), but it’s possible to branch out culinary-wise without leaving campus. There are eateries at the Central Library (Food for Thought) Rand Hall, the Schulman Center for Jewish Life (Grins Vegetarian Café), Carmichael Towers East, Hill Student Center on the Peabody Campus, and Sarratt Student Center—all beckoning to the adventurous palate. www.vanderbilt.edu/houseorgan/2011/03/dining-options-plentiful/

Massage therapists at work—There is nothing more therapeutic and relaxing than a good massage, and both the Vanderbilt Center for Integrative Health and the Kim Dayani center have massage therapists.

VCIH: 343-1554. www.vanderbilthealth.com/integrativehealth/11058

Dayani Center: 322-4751. www.vanderbilthealth.com/dayani/15230

Help for those from abroad—The International Student and Scholar Services of the Office of the Dean of Students is here to help international staff, faculty and students at Vanderbilt. That help may include immigration matters, orientation or cross-cultural workshops. 322-2753. www.vanderbilt.edu/issi/staff_faculty.html
Access to information—The University and Medical Center work hard to keep staff and faculty informed about what is going on. There are publications, both electronic and printed, including My VU, My VUMC, House Organ, VUMC Reporter, and Vanderbilt View devoted to employee features and news. And there are the University and Medical Center websites, which are the gateway to HR information and policies and a plethora of information and links to individual departments and divisions within the University.

VUMC Reporter: www.mc.vanderbilt.edu/reporter/
House Organ: www.vanderbilt.edu/houseorgan/
MyVU: http://news.vanderbilt.edu/myvu/
Vanderbilt View: http://news.vanderbilt.edu/vanderbilt-view/

Vanderbilt on social media—Facebook, Twitter and YouTube users can follow news and information from the Medical Center and University. Who knows? Maybe you’ll find a video of a beloved faculty member singing karaoke to an old Chi-Lites song.

University You Tube: www.youtube.com/user/VanderbiltUniversity
Medical Center You Tube: www.youtube.com/user/VanderbiltHealth
University main Twitter feed: http://twitter.com/#!/VanderbiltU
Medical Center main Twitter feed: http://twitter.com/#!/VUMCHealth
University main Facebook page: www.facebook.com/vanderbilt
Medical Center main Facebook page: www.facebook.com/VanderbiltHealth

The VUH Gift Shop—The Gift Shop on the VUH mezzanine is the ideal place to pick up items. Open 8:30 a.m. to 10 p.m. Monday through Friday, and 11:30 a.m. to 5:30 p.m., Saturday and Sunday. 322-3422. www.mc.vanderbilt.edu/giftshop

Emergency rides home—Let’s say you live in Davidson or one of its nearby counties. And let’s say you normally get to work by a Regional Transportation Authority carpool, vanpool, train or express bus. And let’s say that something happens—sickness, emergency concerning a family member, unscheduled overtime—to prevent you from catching your normal ride home. If you are registered with the Emergency Ride Home service, you can receive a voucher for transportation home. A couple of cautions: you have to be registered with the service, and during times of bad weather the service is not available. 862-8833. www.mc.vanderbilt.edu/root/vumc.php?site=medcenterparking&doc=33788

The Friends Shop—This fine retail establishment, located in the Monroe Carell Jr. Children’s Hospital at Vanderbilt stocks lots of neat stuff for kids and grown-ups, too. 936-6186 www.vanderbiltchildrens.com/interior.php?mid=1531

Commodore Awards—People who work at Vanderbilt who have made it a better place are eligible for the yearly Commodore Awards. There is honor involved. There is cash involved. Watch for the announcement for nominations every mid-summer.

University Club Membership—Staff and faculty are eligible for membership in the University Club, located just behind the Medical Center on Garland Avenue. The club offers a daily lunch buffet, dining and meeting facilities, and a bar. 322-8564. www.uclubnashville.org

Proximity to Midtown, Downtown and the Gulch—Vanderbilt is centrally located, which means your workplace is actually near all those trendy joints where trendy people go with their trendy friends. You can even go to lunch and get back in an hour. About.

Campus Copy—Copying and binding are available at both the Rand Hall location and the Chestnut Street location of Campus Copy. You have to pay for the work, but pick up and delivery are free. Rand: 322-6849. Chestnut Street: 936-4646. http://printingservices.vanderbilt.edu/index.cfm?method=campuscopy

Faculty Senate—One way faculty members make their voices heard in the administration of the University. The Faculty Senate is the representative, deliberative, legislative body of the faculties. www.vanderbilt.edu/facultysenate/

Crime prevention—We know that the best way to deal with crime is to prevent crimes from happening, and Vanderbilt Police has a program dedicated to teaching staff, faculty and students how to avoid being victimized. It’s good to have an employer that takes protecting its employees seriously. 322-2558. http://police.vanderbilt.edu/services/educational-services/

Proximity to Hillsboro Village—The Village has restaurants, banks, a cook store, boutiques, a place to pick up some beverages, and lots of other cool places—all within walking distance.

Staff recognition ceremony—Each year Human Resource Services recognizes those who have served the University and Medical Center for at least 10 years, proceeding in increments of five years, up to as much as 50 or even 60 years of continuous service. It’s an honor to the people who show up every day, do their jobs well, and make the place special.

Get a haircut at work—The Vanderbilt Hair Salon in Medical Center North offers quality, reasonably priced haircuts and other salon services and products. And Emma knows everything that’s going on, too. 322-3433. www.mc.vanderbilt.edu/root/vumc.php?site=hairstylist

Microsoft Office discount—Vanderbilt’s Microsoft Campus Agreement means that Vanderbilt employees can buy Microsoft Office for home use for $9.95. Really. Think of all the PowerPoint presentations you can create for family reunions, all for pennies a slide! https://its.vanderbilt.edu/microsoft/

Employee Satisfaction Surveys—Regular surveys are conducted among both Medical Center and University staff and faculty to find out what people like and don’t like about Vanderbilt, so that we can work to make the place better.
Jump starts and help with lock-outs—
Got a dead battery or lock your keys in your car? Good thing you work for Vanderbilt. Staff, faculty and students may request help with their vehicle (it has to be on campus), and most of the time, Vanderbilt Police are able to help. 322-2745. http://police.vanderbilt.edu/services/motorist-assistance/

Convenient Ticket Master outlet—If you want to buy tickets in person to area concerts, sporting events, tractor pulls, or whatever, it’s good to know there is a Ticket Master outlet right on campus, at the Sarratt main desk. 343-3361. www.vanderbilt.edu/sarratt/ticketpolicy.php

Free fingerprinting—Sometimes for licensing, citizenship or internship applications you need to send in a copy of your fingerprints. Where the heck can you get THAT done, short of, like, getting arrested? The Vanderbilt Police Department has a free fingerprinting service for times when you need to prove who you are when your mom’s not around to vouch for you. 322-2745. http://police.vanderbilt.edu/services/fingerprinting/

University and Medical Center calendars of events online—There’s so much stuff going on around campus—sports, parties, musical events and other things—that it’s hard to keep up with it all. Luckily, you don’t have to.

University: http://calendar.vanderbilt.edu/
Medical Center: http://calendarmc.vanderbilt.edu/

Connect to HR—Human Resource Services operates a website that allows staff and faculty to access payroll information, leave balances, and other information that—you know this is true—you can get an intense need to know in the middle of the night. https://webapp.mis.vanderbilt.edu/c2hr/

Staff Advisory Councils—Both the Medical Center and University have Staff Advisory Councils who act as representatives and informational conduits of information between the non-faculty staff and administration. They are made up of elected representatives who are dedicated to making Vanderbilt a better place. Medical Center: www.mc.vanderbilt.edu/root/vumc.php?site=mcsac&doc=171 University: www.vanderbilt.edu/usac/

Alternative work arrangements—Vanderbilt supports alternative work arrangements as viable options for staff in some situations based upon the needs of the job, work group, or organization. This may mean telecommuting, job sharing, flexible work schedules. Not all jobs lend themselves to such arrangements, and both the employee and the department have to be OK with this new way of getting a job done—but sometimes an alternative arrangement is the best arrangement, and the University has a policy for putting it all together. 322-8330. http://hr.vanderbilt.edu/policies/HR-023.php

State of the Medical Center address—Every year the vice chancellor for Health Affairs gives an update on where the institution stands, outlines plans for the future, and takes questions from anybody who has one. A great chance for everybody to hear from the institution’s leadership—and vice versa.

Great co-workers—Vanderbilt has the most diverse workforce in Nashville. You have co-workers from all over the world, co-workers of all races, ages, backgrounds and sexual orientations. You have co-workers who are fascinating people, co-workers who are involved in their communities, and, probably, co-workers who, with appalling regularity, quote dialogue from the movie Airplane. And, most important, co-workers who are good people to work with.

Being involved in things that matter—This is an institution dedicated to some of humanity’s highest callings: healing the sick, scientific advancement, educating others, making the world a better place. This is an institution that contributes tremendously to our community—as an institution, through staff, faculty, and students individually, and through our economic impact. This is an institution that contributes hundreds of thousands of dollars to the United Way, gives blood to the Red Cross by the gallons, and gives millions in charity care to those less fortunate in our area. All of us who work here—whatever our jobs—are a part of these achievements, and can take pride in the accomplishments and mission of our institution.