Work/Life Connections – Employee Assistance Program

One of the services provided by Vanderbilt’s Work Life Connections is the Faculty and Staff Hardship Fund.

The Faculty and Staff Hardship Fund was established in 1994. Jim Kendall was very kind to acknowledge how generous MCSAC has been in supporting this benefit for our faculty and staff here at Vanderbilt. Historically, Medical Center Leaders have been some of their biggest supporters. In 2004 the Medical Center agreed to match any donated funds up to $25,000. If you would like to support the program, please visit their website: <http://healthandwellness.vanderbilt.edu/work-life/eap/index.php>. Payroll deduction is available.

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| Fiscal Year | Total Support Provided | Medical Center | University |
| 2012-2013 | $40,000 | 87% | 13% |
| 2013-2014 | $25,000 | 82% | 18% |
| 2014-2015 | Almost $40,000 | 86% | 14% |

Please note, if someone you know is in need of assistance they must physically go into the office and meet with a counselor to see if and how they qualify. There is a $650 max per employee/lifetime set. Additionally, please see the following criteria in which the person must meet:

1. This must be a temporary hardship
2. The employee must be a full time employee
3. The employee must have been employed at Vanderbilt for at least one year
4. The employee cannot be on a disciplinary status, such as PIC

In addition to the application process, employees can go to the EAP Office if they are struggling with simply buying groceries to feed their families. An employee can visit the office and obtain a $50 Kroger Gift card with minimal questions asked. Please note there is a limit to this… After the 1st time, the employee cannot obtain a second card for 6 months. After the 2nd card, they have to apply through the Hardship Fund.

There is approximately a 2-3 day turnaround time on applications. Once an application is submitted, they are reviewed by a committee of volunteers (both from Medical Center and University). Once a decision is made in favor of an application, a check has to be cut and picked up from the Baker Building. As a note, both the Check and Kroger Cards are taxable amounts.

If you would like to volunteer to be on the Hardship Fund Committee there are a few things to know…

1. Appointments to the Committee are for 3 years
2. Time Commitment is minimal and primarily done via email

EAP has asked MCSAC to collect gift cards during the holidays in lieu of actual presents or toys due to space availability.