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**EDITOR'S
REFLECTIONS**

LAUNCHES & UPDATES

**THE ONLY WAY TO START
YOUR WEEK RIGHT IS WITH A
SUNDAY RESET ROUTINE**



VANDERBILT
People, Culture and Belonging

Vol 1.5

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**THE ONLY WAY TO START
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EDITOR'S REFLECTIONS

I'm still brimming from my first Move-In Day and Founders Walk—the energy was incredible! As we kick off a new academic year, I want to take a moment to recognize the vital role each of you plays in shaping the vibrant, inclusive, and supportive environment that makes Vanderbilt special. Whether you're welcoming new students, supporting our faculty, or keeping our campus thriving, you are the heartbeat of our university.

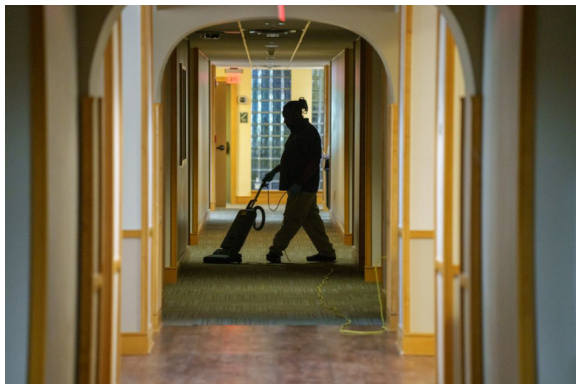
This year, we're deepening our commitment to fostering a culture of belonging and encouraging your growth. This is more than just a phrase—it's the bedrock of our community. Your dedication to this value helps create a campus where diverse perspectives are celebrated, and everyone can reach their full potential.

As we move forward, I encourage you to take pride in the impact you have. Your efforts, both visible and behind the scenes, contribute to the success and well-being of our entire community. Let's keep supporting each other, learning from each other, and growing together to make this year one of our best yet.

Thank you for your unwavering commitment and passion. I'm excited about all we'll accomplish together in the year ahead.

It's our moment!

Sydney



TEAM SPOTLIGHT

Residential Colleges - Welcoming new students and cultivating academic engagement beyond the classroom

The Residential Colleges staff at Vanderbilt University has been diligently preparing to welcome new students since February. In mid-August, the team dedicated over 35 hours to train 146 student orientation leaders and 85 faculty VUceptors. They facilitated International Student Orientation, welcoming more than 235 new international undergraduates and supporting their arrival with airport greetings, shuttles to Target, and a special reception for over 100 family members. Concurrently, they organized Transfer Student Orientation for over 360 new transfer students, highlighted by a social event at Hawkins Field, and CommonVU Orientation, which welcomed over 1,630 first-year students. The CommonVU program featured house-specific events celebrating the Vanderbilt Community Creed and a class photo that became a viral TikTok sensation with over 2 million views. Additionally, the team facilitated summer orientation sessions for new student-athletes.

Thank you for all your amazing work!

Tommy Anglim, Program Coordinator
Jennifer Atwood, Operations Manager
Natalee Erb, Director of the First-Year Experience
Shonna Greer, Executive Assistant
Melissa Gresalfi, Dean of Residential Colleges & Residential Education, Dean of The Ingram Commons
Grace Hollis, Program Coordinator

Katherine McCann, Program Coordinator
Chad Novak, Program Coordinator
Damica Odom, Program Coordinator
Roshaunda Ross-Orta, Director of Upper-Division Engagement
Emily Waddell, Assistant Director for Strategic Initiatives
Michael Wallace, Assistant Director for Student Development



[Submit a nomination for a staff member or team for our Staff Spotlight](#)

LAST CALL: FALL STAFF AWARDS

Nominations are now open for the 2024 Fall Staff Awards

The awards recognize the many contributions of university staff to Vanderbilt's core goals and mission.

[Nomination guidelines and award amounts](#)

Save the date for Fall Staff Assembly

The winners of each award will be announced at the fourth annual Fall Staff Assembly, scheduled for Thursday, Nov. 14, in the Student Life Center Ballroom. More details about the event will be announced later.

Who can nominate?

Nominations can be submitted by staff, students, faculty or postdoctoral scholars using the online nomination form through Friday, Sept. 6.

Depending on the award, an individual and/or team, may be nominated. Please see the specific awards for more information. If multiple individuals want to submit nominations for the same candidate, the selection committee would prefer a single nomination. Nominations can be submitted through the InfoReady platform: <https://vanderbilt.infoready4.com/#university-opportunities>.

Questions about the nomination process should be directed to Chance Ryon at chance.r.ryon@vanderbilt.edu.

GET YOUR FREE FLU SHOT!

Flulapalooza is back!

Celebrate the 12th anniversary of the annual mass influenza vaccination event hosted by Vanderbilt University Medical Center.

When: Wednesday, Sept. 25 from 6 a.m. to 6 p.m.

Where: The tent between Light Hall and the VA Medical Center

Who: VU faculty, staff, postdoctoral scholars and students.

Bring your Vanderbilt ID and wear short sleeves. Offsite and/or remote employees, please park in the 25th Avenue Garage and enter through the 24th Avenue entrance. You will not need a parking sticker if you are attending the event.

Did you know?

Empowerment | Rejuvenate | Community

Flu
lapa
looza

UPCOMING EVENTS & LAUNCHES

MEET QUINCY!

Thank you to everyone who participated in our Name Our Chatbot contest! We're thrilled to announce that our new People, Culture and Belonging chatbot officially has a name: Quincy!

Launching Sept 30, Quincy will help enhance your experience, answering your questions and guiding you through all things VU.



LEARN MORE ABOUT OUR WELLBEING CHAMPION PROGRAM



Are you passionate about wellbeing and want to share your enthusiasm with colleagues? Join Amy Silvers, Wellbeing Champion Program Manager, for one of the following virtual informational sessions to learn more about the program and how you can get involved. **To register, click on the session you want to attend**

[Session 1: 10/1/24 at 10:00 am](#)

[Session 2: 10/4/24 at 1:00 pm](#)

[Session 3: 10/15/24 at 10:00 am](#)

[Session 4: 10/21/24 at 2:00 pm](#)

[Session 5: 10/31/24 at 1:00 pm](#)

[Session 6: 11/6/24 at 10:00 am](#)

These meetings will provide an overview of the program, expectations for champions, and how you can make a difference. We look forward to seeing you there!

UPCOMING EVENTS & LAUNCHES

VANDERBILT, LET'S VOTE!

With Election Day fast approaching on November 5, it's time to make a plan to vote and get informed about your choices on the ballot. Voter registration ends on October 7. Sign up for election reminders and get help with voter registration at vu.edu/vote.



GET THE 411 FOR EMERGENCY SAVINGS

Emergencies are predictably unpredictable, often striking when we're the least prepared for them personally and financially. In fact, more than 35% of Americans would not be able to pay for an unexpected \$400 expense, according to the Federal Reserve.

Learn more on Financial Wellbeing from Fidelity.



OPEN OFFICE HOURS

Join PCB Leadership for open office hours every other week starting in September.

[Save the meeting series to your Outlook calendar](#)

SAVE THE DATE FOR OPEN ENROLLMENT

Open Enrollment is your annual opportunity to choose the benefits that best meet the needs of you and your family. All benefits-eligible employees must complete Open Enrollment for calendar year 2025.

Enrollment begins at 8 a.m. CT Monday, October 21, 2024, and ends at 11:59 p.m. CT Monday, November 4, 2024. Elections are effective January 1 – December 31, 2025, unless you have a qualifying life event.

To enroll in or waive coverage for 2025, you'll log in to MyVU Benefits, and make your benefit selections.

More information regarding Open Enrollment for 2025 benefits will be available in the coming weeks.



PROJECT PULSE

Major PCB project updates

PROJECT POLARIS

Look for a new website soon that will keep you informed of our completed milestones

Over the next 11 months, our People Experience team will engage key leaders to ensure that our skills-based job architecture is tailored to our diverse workforce. We will collaborate with key partners to set clear goals for our change initiatives, tailoring and monitoring outcomes to support our staff throughout this significant transition. This collaborative approach will optimize change resources and ensure the success of Project Polaris.

E&E BACK TO SCHOOL TRAINING

Since August 1st, the Equity & Engagement team has completed 15 trainings and 10 tabling events, reaching almost 1800 students and staff members.

TRAINING	8/1/2024 - 8/21/2024
Total Title IX Trainings	15
Total Individuals Trained	1266**
TABLING	
Total Title IX Tabling	10
Total Individual Table Visits	491

TRAINING detail		
	No of Trainings	Individuals Trained
Joint training events with EOA	2	275**
Individual Title IX training events	13	991**

TABLING detail		
	No of Tabling Events	Individual Table Visits
Joint tabling events with EOA	2	48
Individual Title IX tabling events	8	443

PROJECT KAIZEN

Kaizen Takes Flight: Vanderbilt Voyage Pressure Tests New PMO Processes

In a bold move to streamline project management, the new hire journey of Vanderbilt Voyage has partnered with Project Kaizen to put its newly developed project management processes to the test. The pressure test phase is a critical milestone, offering the project management office (PMO) team a chance to put their hard-earned skills and innovative templates into practice.

This phase will be a true test of the PMO's mettle, as they establish ways of working, use newly created materials and set up cloud-based project management office processes for future use. Once the pressure test is complete, the entire People, Culture and Belonging division will receive training on the project management tools and templates, empowering them to adopt the new, efficient workflows.

With the implementation of Monday.com as the cloud-based project management platform, Project Kaizen is poised to elevate operations to new heights. This pressure test phase will be a crucial steppingstone toward a more coordinated, efficient, and effective project management ecosystem.

Stay tuned for updates as Project Kaizen and Vanderbilt Voyage collaborate to push the boundaries of Vanderbilt's project management landscape.

PROJECT PULSE

Major PCB project updates

FUTURES LEARNING HUB

The Futures Learning Hub provides timely, relevant skills and knowledge you need to excel in your role and achieve your career aspirations. Enhance your business acumen, explore creative fields or master new technologies with our curated courses.

Our core values—Belonging, Self-Direction, Collaboration and Growth—drive this innovation. The Learning Hub now offers courses in:

- Leadership & Management
- Safety & Compliance
- Technology
- Wellness
- Business Skills
- And more

How to Access the New Content

Enter the [Learning Hub](#) to find Featured and Recommended content in the Browse Learning Items Tab. Use the Search tab to explore the full catalog, and My Learning to find your enrolled courses.

The screenshot displays the Vanderbilt University Learning Hub interface. At the top left is the Vanderbilt University logo. The main navigation bar includes a hamburger menu, a search icon, and a 'My Learning' icon. The current page is titled 'Browse Learning' and features a 'Topic Index' button. Below the navigation bar, there are tabs for 'Featured', 'Recommended', 'Business Skills', 'Environmental Health & Safety', 'Information Technology', 'Legal and Compliance', and 'Productivity and Collabora'. The 'Featured' tab is selected, showing a large banner for a 'TED Talk: Chimamanda Ngozi Adichie's "The Danger of a Single Story"'. Below the banner, there is a section for 'Featured courses' with four course cards: 'Skills for Your First 90 Days as a New Manager', 'Oracle Cloud - Reporting 101', 'TED Talk: Chimamanda Ngozi Adichie's "The Dang...', and 'Coaching Yourself through the Ambiguity of Leading'. The bottom navigation bar includes 'Browse', 'Search', and 'My Learning' options.

PCB HONORED WITH 9 AWARDS



Stevie Awards

PCB has made history by winning two Bronze Stevie Awards—the first for the university and the only one awarded to a university this year.

The division was recognized for:
Human Resources Department of the Year
Achievement in Workplace Health & Wellbeing

What are the Stevie Awards?

International Business Awards (IBAs): The world's top business awards program, open to organizations globally. This year, over 3,600 nominations from 62 countries were submitted, judged by 300+ executives.

Stevie Awards for Great Employers: Recognizes the best employers and HR teams worldwide, with over 100 professionals participating in the judging process.



Newsweek's Greatest Workplaces

Newsweek and Plant-A Insights Group recognized the America's Greatest Workplaces in the United States, by conducting a large-scale employer study based on over 1.5 million comprehensive company reviews from over 250,000 employees. Vanderbilt University received the following awards:

- 2024 Greatest Workplaces
- 2024 Greatest Workplaces for Diversity
- 2024 Greatest Workplaces for Women
- 2024 Greatest Workplaces for Job Starters
- 2024 Greatest Workplaces for Parents and Families
- 2024 Greatest Workplaces for People with Disabilities



Forbes America's Best-in-State Employers

VU honored with Forbes America's Best-in-State Employers for 2024. To create the list, Forbes partnered with market research firm Statista to survey more than 160,000 employees working for companies with at least 500 people within the United States.

THE ONLY WAY TO START YOUR WEEK RIGHT IS WITH A SUNDAY RESET ROUTINE

LaKeisha Fleming, verywellmind

Finish homework. Complete household chores. Run errands. Catch up on work from the office. For some, Sunday is just another day to get things done and a jump start for the work week.

And the research backs this up. In fact, a recent LinkedIn survey found that nearly 75% of the American workforce experience the “Sunday scaries” and are filled with dread and anxiety about the week ahead. But you don't have to be afraid or stressed on Sundays when you can swap your bajillion weekend responsibilities for a Sunday reset routine.

“A Sunday reset routine is a designated period on Sunday dedicated to preparing for the upcoming week,” explains Ashish Pandya, well-being master coach and founder of [Copperwell](#). “It involves activities like organizing, planning, and self-care to ensure a smooth transition from the weekend. This practice is essential for reducing stress, boosting productivity, and enhancing overall well-being by providing a structured and intentional start to the week.”

Getting some well-needed R&R is just what the doctor ordered. Take a look below at how you can create your very own reset routine, plus learn about all the benefits of resting and preparing for the week ahead.

Why A Sunday Reset Matters

You might think that a Sunday reset routine is about planning for the upcoming week, but it's much more than that. Rather, it's about stepping away from the everyday flurry of appointments, meetings, text messages, and calls vying for your attention. You're shifting your focus to something that reinvigorates you.

“I see a Sunday routine more as an emotional boundary to prevent burnout rather than just a way to prep for Monday,” says [Cheryl Groskopf](#), LMFT, LPCC, the owner of Evolution to Healing Psychotherapy. “By taking this time, you're saying, ‘I matter, and my well-being comes first.’ It's a powerful way to reclaim your time and make sure you start your week on YOUR terms.”

[Nadia Murdock](#), a mindset and movement coach at Garage Gym Reviews, says she began focusing on herself and her self-care at a young age, which has become a habit that contributes to her mental health and wellness.

“[Sunday] is the day that I pour into myself,” she says. “Even as a kid, I did my own manicures and facials. Even as my life changes over the years, I try to stay true to the idea of slowing down on Sundays and finding ways to empower myself for the week ahead.”

THE ONLY WAY TO START YOUR WEEK RIGHT IS WITH A SUNDAY RESET ROUTINE

LaKeisha Fleming, verywellmind

Benefits of Creating a Sunday Reset

Prioritizing yourself is just one of several benefits of a Sunday reset routine. Some others are:

Control

You feel more organized and in control of your time throughout the week. By preparing in advance, you have a plan of action to follow, which helps diminish decision fatigue and eliminate chaos and anxiety.

Stress

No! More! Stress! "A Sunday reset routine can help ease the activity of the amygdala (the part of your brain responsible for stress and fear responses)," Groskopf explains. "When you take time to relax, plan, and practice being in the moment, it signals to your amygdala that it's safe to relax."

Emotions

A Sunday reset routine boosts your emotional regulation. "[It] enhances well-being and emotional balance through self-care activities and reflection," Pandya says. "This routine sets a positive tone for the week, promoting a balanced lifestyle and ensuring you're prepared for whatever comes your way."

Physical

Physically, it also benefits your central nervous system. "By intentionally slowing down and doing activities like deep breathing, light stretching, or even a nice walk, you help activate your parasympathetic nervous system (the part of your body that promotes rest and relaxation)," explains Groskopf.

Refocus

Having a consistent routine gives you time to regroup and refocus. Facing the week ahead calmly puts you in the right frame of mind.

THE ONLY WAY TO START YOUR WEEK RIGHT IS WITH A SUNDAY RESET ROUTINE

LaKeisha Fleming, verywellmind

Components of a Sunday Reset Routine

While calm and rejuvenation is the goal, you have to work for it! Consider the tasks that can pile up throughout the week or the little stressors that can become a big deal. Create a plan to address them as a part of your reset routine.

Laundry and Cleaning

“A Sunday reset routine should include a lot of self-compassion and grace,” Groskopf says. “Focus on what you can achieve rather than stressing about perfection. Start by sorting your laundry and cleaning one room at a time and know that it's okay if you don't finish everything.”

Prioritize what needs to be done. Clean clothes for school or work. An uncluttered area in your living space—a place that allows you to rest and think. Things that are essential for your well-being.

Self-Care

This is where the rest and rejuvenation part comes in. Add activities to your Sunday schedule that leave you feeling refreshed and calm. Read that book you've been trying to finish for weeks. Take a walk in nature. Enjoy some time at the gym. Recharge by taking care of you

Meal Planning and Preparation

Staring at the open refrigerator wondering what to eat for dinner is stressful! Planning on Sundays will keep you from feeling stressed about cooking. Meal plan on Sunday and freeze items that can quickly be heated up during the week. Incorporate bagged salads and other healthy grab-and-go items you can whip up without much effort. The goal is to have food that's good and good for you, that's also available and easily accessible

Setting Goals

Goals give you a target to work toward. While you want to be diligent about putting in the effort to achieve your goals, you don't want to stress about them every Sunday. “You can start to set goals and plan for the week ahead but remember it's fine if things don't go exactly as planned,” Groskopf notes. “The goal of a Sunday reset routine is to create a supportive and nurturing environment to start your week without beating yourself up if you don't complete every task.”

CREATE YOUR OWN SUNDAY RESET ROUTINE

Stacey Bonner, MSW

Director - Health, Wellbeing and Belonging

Don't know how to begin? Start by reflecting on the past week. What went well? What challenges did you face? Use this reflection to inform your planning for the week ahead and what tasks would make your life easier. Here are a few suggestions for your Sunday Reset Routine checklist!



Wash or change your bedding. Nothing feels better than fresh sheets!



Do your laundry and plan your outfits. Not having to think about what outfit you'll put on in the morning is a game changer and time saver.



Water your plants. Relaxing and simple, a great way to feel accomplished.



Do some light exercise. Whether it's a yoga class or a walk through the park, get moving.



Tidy up. It doesn't have to be a deep house clean, but you'll feel better going into the week with a clean house.



Meal prep or plan. Especially for working parents, meal prepping is a lifesaver. You don't have to think about what to make while driving home because the menu is already planned.



Plan your week ahead. Have an overall idea of what you have coming up and what you should be prepared for each day to look like.



Take an "everything shower." Body scrub, hair mask, all the works. Bonus points if your family can enjoy a live concert at the same time.



Do a full skincare routine. You may not have the time or energy to do your skincare every night, so Sunday is the perfect day to do it.



Take time to rest. The most important part of your Sunday reset is resting. Whether it's curling up with a book and hot cup of coffee or watching your favorite comfort show, make sure you give yourself time.



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