



# illuminate

*special edition*



**VANDERBILT**  
People, Culture and Belonging

# Welcome to illuminate's special edition

A new year brings new possibilities, and we're starting strong with the first-ever special edition of Illuminate!

At Vanderbilt, benefits and perks aren't just offerings—they're an investment in you. Your financial security, well-being and sense of value matter. This special edition highlights the many ways Vanderbilt supports you—so you can thrive in every aspect of life.

Benefits provide balance, security and growth, covering everything from comprehensive healthcare and a robust retirement plan to professional development and well-being initiatives. Perks add even more value, offering experiences, resources and opportunities that make work—and life—better.

At Vanderbilt, our people are our greatest strength. You drive innovation, foster collaboration and create a culture of belonging that makes this university exceptional. That's why we continuously evolve our benefits and perks—not just for today, but for the future—shaped by your feedback and our shared vision for a stronger, more connected community.

As we continue on this journey together, I invite you to explore this special edition of Illuminate and see how Vanderbilt is investing in you—because you are at the heart of everything we do.

It's Our Moment!

*Sydney Savion*

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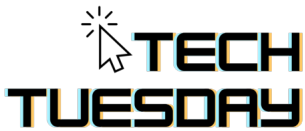
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# DID YOU KNOW?



*Vanderbilt has added these benefits or perks in the last six months!*



**Tech Tuesday** is the go-to event for all staff who are looking to stay ahead in the ever-evolving digital landscape. Each session will feature Vanderbilt staff sharing knowledge on emerging technologies, practical workshops and interactive Q&A sessions. Whether it's exploring AI advancements, understanding cybersecurity or mastering existing tools, Tech Tuesday is designed to empower staff with practical technical skills and knowledge accessible at all levels (101 level).



**Thrive Thursday's** personal and professional growth themes, like psychological safety, communication and growth mindset, are relevant for all university staff. From mindfulness workshops and resilience training to career coaching and networking opportunities, this series will provide valuable resources to help attendees personally and professionally thrive.

Check out our session offerings

## Financial Wellness Tools with Fidelity

Fidelity offers VU employees tools and resources to help you achieve financial wellness. From insights you can act on to easy-to-use tools, make smart decisions that are right for your life and budget. [Learn more.](#)



Kudos is a digital platform where staff members can recognize and celebrate each other's efforts. With just a few clicks, you can send a personalized message to a colleague, highlight their contributions and share your gratitude for their work and impact. It's quick, meaningful and all about celebrating the moment.

[Check out Kudos here.](#)



*It's so uplifting to login and see the positive messages shared across teams—it truly brings a sense of connection and belonging here at VU.*



*-Raven Osa-Oni, VUIT*

# ICYMI

## Digital Learning Marketplace

The Futures Learning Hub's Digital Learning Marketplace 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.

### How to Access the Content

Enter the [Digital Learning Marketplace](#) 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.

## Personify Health

Save your points and redeem for giftcards or use to purchase items such as an Apple Watch! Vanderbilt's faculty, staff and postdocs have access to a wellness platform provided by Personify Health. This platform encourages behavioral change through completing a Health Risk Assessment and participating in fun team challenges with family and friends. [Join here.](#)



*Personify Health has been a game-changer for my well-being! The app makes it so easy to track my health goals, access resources, and stay motivated.*



-Daniela Palomo-Lopez, PCB

## Lyra

Offers up to 12 visits/year for employee, spouse and dependent children, cost-free to the employee. Lyra offers on-demand courses and small group peer discussions that promote social learning and community. [Sign up here.](#)

### What's included with Lyra?

- 1-on-1 mental health sessions
- Meditations, courses, articles
- Dedicated support 24/7
- Matched to your needs

**EXCITING  
NEWS!**

## STARTING JULY 1, 2025

Employee tuition benefit coverage is expanding to include non-degree programs such as certificates and certifications with details to follow in the coming months!



# CAMPUS PERKS & COMMUNITY ENGAGEMENT

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# CAMPUS PERKS & COMMUNITY ENGAGEMENT

## Jean and Alexander Heard Libraries

Check out a book from the [Library](#).



## Summit on Modern Conflict and Emerging Threats

Free to faculty and staff, the [Summit](#) brings together internationally recognized leaders and experts in the military and intelligence community to examine the subjects of cyber conflict, artificial intelligence, peer competition and emerging threats.

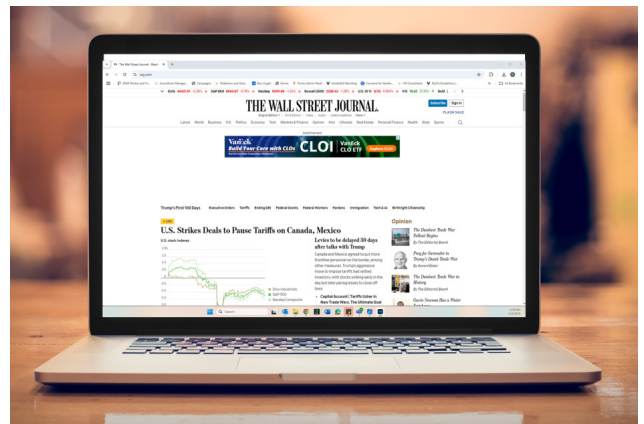


## Other Staff Groups

[University Staff Advisory Council \(USAC\)](#)

## Online Newspaper Access

All Vanderbilt University students, faculty and staff can create accounts to access the Wall Street Journal, the Financial Times, and the New York Times. This access is being sponsored by the Library to provide the Vanderbilt community with relevant and credible sources for news and business information. This will also allow you to download mobile applications, providing access to news on the go. [See all available subscriptions.](#)



## Coalition of Urban and Metropolitan Universities

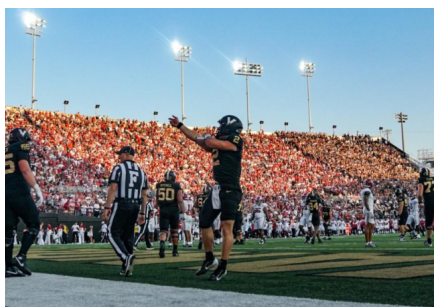
In January 2024, Vanderbilt joined the [Coalition of Urban and Metropolitan Universities](#), reinforcing its commitment to engaging the Nashville community and to learning and promoting best practices for addressing the unique opportunities and challenges in our metropolitan environment.



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## Vanderbilt Athletic Event Tickets

Vanderbilt University and Vanderbilt Medical Center employees are [eligible for discounts](#) on season ticket purchases for football, basketball and baseball.



## Benton Chapel

The largest and main chapel for Vanderbilt University. [The chapel](#) is available to be used by different denominations and traditions throughout the week.

## Center of Spiritual and Religious Life

The [Center of Spiritual and Religious Life](#) supports the spiritual and religious growth of all Vanderbilt community members while encouraging the ongoing development of interfaith literacy and dialogue.

## The Osher Lifelong Learning Institute (OLLI)

The Osher Lifelong Learning Institute (OLLI) at Vanderbilt helps adults over 50 build friendships and community through stimulating intellectual and cultural noncredit courses, programs, and trips. OLLI is an inclusive group that brings together adults in the greater Nashville area with an extensive offering of in-person and online opportunities.

OLLI offers a wide variety of courses designed to engage minds and spark curiosity. Members can also enjoy special events throughout the community and participate in Shared Interest Groups to connect in more intimate settings outside the classroom.

For over 20 years, OLLI has set the standard for creating an inclusive space where people can continue to learn and grow, and we look forward to expanding our reach and creating even more meaningful experiences for our members. Be on the lookout for opportunities during our upcoming spring term as well as special offerings and discounts exclusively for Vanderbilt staff.

# CAMPUS PERKS & COMMUNITY ENGAGEMENT

## Abenity

Access to >302k local and national discounts. Find discounts on movie tickets, tourist attractions, banks, apartment, computers and more! Check local discounts under the 'Vanderbilt Exclusives' tab. [Learn more.](#)

## MoveVU

Taking the bus, train and paratransit is FREE, convenient, sustainable and available to Vanderbilt faculty, staff and students. Just plan, scan and ride! Vanderbilt's public transit benefit provides all full- and part-time Vanderbilt University staff with free access to WeGo Public Transit local buses and regional buses, the WeGo Star commuter rail train, and WeGo Access paratransit services with their Vanderbilt-registered QuickTicket app or card.

This service is available for any place and time, not only when commuting to and from campus. Your Vanderbilt-registered QuickTicket app can take you where you want to go...with WeGo! [Learn more about MoveVU.](#)

## Flex Meal Deal

Flex Meal Deal for Vanderbilt faculty, staff, and graduate and professional students. A convenient option for those who wish to dine on campus, Flex Meals allow for quick and easy meal payment across Campus Dining's award-winning network of dining locations.

Flex Meals can be purchased in blocks of 10 meals, and are regularly \$150 (plus tax) per block.

[Learn more.](#)



## Vanderbilt Child and Family Center

Early childhood care and education for the children of Vanderbilt faculty, staff, and students. The childcare program serves children age infants (6 weeks) to five years old and is licensed by the Tennessee Department of Human Services.

The Acorn School Emergent Curriculum is featured in the [Early Childhood Success video series](#) produced by The Ayers Institute for Teacher Learning & Innovation at Lipscomb University.

VCFC programs reflect the research-based understanding that play is essential to children's health and well-being, and foundational to children's learning. VCFC supports children in creating their own knowledge through hands-on experiences and child-initiated play. Teachers provide encouragement, nurture, protection, security, stimulation, and supervision to children.

[Learn more.](#)



# CAMPUS PERKS & COMMUNITY ENGAGEMENT

## Attend a Performance at the Blair School of Music

Beginning this semester, many of our concert events, formerly free to attend, will require paid tickets for the general public. Vanderbilt students, faculty, and staff can reserve free tickets by using their VUID on the [Blair Box Office](#) site.



## Vanderbilt Recreation and Wellness

The [Recreation and Wellness Center](#) (on-campus facility) offers wellness, fitness, and aquatic facilities, as well as an outdoor recreation program, club and intramural sports, and nutrition programs, among other services and resources to help keep you feeling well.



***Did we miss one?***

Submit your perk or benefit and we'll add it!

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## Employee Critical Support Fund

Financially assists eligible Vanderbilt faculty and staff who are experiencing a non-recurring sudden or emergency-related financial hardship due to an unforeseen or unavoidable event. [Learn more here.](#)

## Vanderbilt University Credit Union

Vanderbilt Credit Union is a member owned financial cooperative, that exists for the sole purpose of maximizing the economic benefit of the people who make up both the VUMC and Vanderbilt University Community. [Learn more here.](#)

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# RECOGNITION

## Service Awards

Vanderbilt University recognizes staff's outstanding work and contributions to the university and beyond through its staff awards program. These awards are designed to spotlight the talents, dedication and professionalism that staff bring to their work at the university, and to celebrate the rich diversity of contributions that are foundational to Vanderbilt's excellence as a center for research and empowering education. [Learn more.](#)

## Staff Assembly Awards

Nomination for Spring Staff Assembly Awards open Feb. 3, 2025. The awards recognize the many contributions of staff to Vanderbilt's core goals and mission. [Learn more about the awards.](#)



An aerial photograph of a paved area with a grid of large, light-brown stone tiles. In the spaces between the tiles, small, young cherry blossom trees are planted. Some trees are in full bloom, covered in delicate white and pink flowers, while others are bare, showing their thin, grey branches. The overall scene is a blend of urban infrastructure and natural beauty.

# BENEFITS

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# TUITION BENEFITS

## Tuition Benefit Program - Dependent Tuition Assistance

For accredited higher educational institutions across the globe. Each eligible dependent child may receive tuition assistance up to 8 academic semesters or 12 academic quarters of undergraduate courses. The maximum family tuition benefit is 24 semesters or 36 quarters for all of the employee's children; or a maximum of 48 semesters or 72 quarters for all of the children if Vanderbilt employs the eligible employee and their eligible spouse. Fees, books, room and board, the remaining amount of tuition, etc., are the responsibility of the employee and are not covered by this Policy. [Read More](#)



## Education Assistance Program for Employee/Spouse

Provides regular and term FT staff in an active status, who have completed three (3) months of employment (& their spouse) with assistance toward payment of tuition for undergraduate, graduate, and professional courses. (Vanderbilt Temporary Services, VTS, employees are not eligible for this benefit.) Participants shall receive an advanced payment for the lesser of 70% of the cost of tuition for one (1) three-hour course per term at an accredited institution and/or 70% of the cost of similar level course work at Vanderbilt University.

A passing grade of C or better is required for continued eligibility for tuition assistance. In addition, if employee terminates for any reason before the completion of the coursework, they must refund the advanced tuition benefit within fifteen (15) days of termination.

Eligible employees (& spouses) 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. [Read More](#)



# HEALTH BENEFITS

## Health Plan

Aetna Choice has lower monthly premiums and has a bonus of seed money from Vanderbilt going into a Health Savings Account, but it has a higher deductible and out-of-pocket maximum.

Aetna Select has higher monthly premiums, but a lower deductible, lower out-of-pocket maximum, and comes with the predictability of copays for certain services.

## Vision Plan

Your coverage includes eye examinations, prescription eye wear and contact lenses, retinal screenings, prescription sunglasses, and eye health management.



## Dental Plan

In the Delta Dental Basic Plan, you have access to the nation's largest dental networks. You pay co-insurance for dental services, have a deductible to meet, and have a calendar year limit that the plan will pay.

In the Delta Dental Premier Plan, you receive all the same benefits of the Basic plan but with a high calendar year limit and orthodontia coverage.

## Occupational Health Services

The Occupational Health Clinic (OHC) cares for Vanderbilt faculty and staff through a variety of programs used to monitor exposure to workplace hazards, and the prevention/treatment of work-related illness and injury. OHC also offers Faculty/Staff Express Care, a separate walk-in clinic for minor illnesses.



**Occupational Health Clinic**  
**1211 21st Ave S. Suite 640**  
**Medical Arts Building**

# DISABILITY & RETIREMENT

## Short Term Disability

Short-term disability (STD) provides no-cost base coverage, paid for by Vanderbilt, and optional buy-up coverage, paid for by you. The base portion pays 66.7% of your weekly wages on the first \$24,000 of annual base salary with a two-week waiting period (14 calendar days). Costs for the buy-up depend on your annual base salary. You may opt out of the buy-up coverage at any time. |

## Long Term Disability

Long-term disability insurance (LTD) provides a monthly benefit in the event you become disabled and are unable to work for six months or longer. The LTD benefit also includes a 10% monthly contribution to your retirement account (while on LTD) if you are a participant in the Vanderbilt University Retirement Plan. Vanderbilt pays for basic LTD, which covers the first \$24,000 of your annual salary. You pay for full coverage between \$24,000 and your annual salary. You may opt out of full coverage at any time.

## Retirement Plan

The Vanderbilt University 403(b) Retirement Plan is a long-term investment program for eligible faculty and staff with Fidelity Investments serving as the administrative service provider. Vanderbilt matches your mandatory 3% contribution. If you choose to make voluntary contributions, Vanderbilt will match these up to a total match of 6% (this includes the mandatory)



# LIFE & AD&D BENEFITS

## Basic life insurance

Vanderbilt provides a basic life insurance policy in an amount equal to your annual base salary (up to a maximum of \$500,000)

## Supplemental life insurance

You may also choose to purchase optional supplemental life coverage. You may purchase additional individual coverage up to eight times your base annual earnings up to a maximum of \$1,000,000. You may also purchase dependent coverage for your spouse or your dependent children

## Accidental Death & Dismemberment

Individual AD&D coverage pays you or your beneficiary if you lose your life, limb(s), eye(s), speech or hearing due to an accident.

Family AD&D coverage is also available and covers your spouse and/or any eligible children (not in the military, up to age 26 if full-time student) at a percentage of the amount purchased. There are three levels of family payouts.



## Perks

**Will Prep:** If have supplemental life insurance, receive no cost will/POA prep services via [WillsCenter.com](https://willscenter.com)

**Travel Assistance:** If have AD&D insurance eligible for travel assistance via AXA. Provides worldwide medical, travel, concierge, legal and financial assistance which include ([view here](#)):

- i. Medical referrals, appts & hospital admission validation
- ii. Medically-supervised repatriation
- iii. Return of mortal remains
- iv. Lost document and luggage assistance

**Auto & Homeowners insurance:** Offered through MetLife; Call 1-800-GETMET8 for free quote (mention you are a VU employee)

**Pet Insurance:** Offered through Nationwide. Call Nationwide at 1-877-738-7874 or [link](#).

# connect with us



[vanderbilt.edu/pcb](https://vanderbilt.edu/pcb)



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Curious Bar  
Check website for location



PCB Office Hours  
2nd and 4th Wednesdays

Follow us on...

