

illuminate



VANDERBILT
People, Culture and Belonging

Vol 2.5

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EDITOR'S REFLECTION

At Vanderbilt, we have a bold vision: to define—and be—the great university of the 21st century. That kind of ambition doesn't materialize overnight. It's realized through consistent, intentional steps—and a belief that when we invest in our people, we shape something far more enduring than strategy alone.

When I think about impact, I'm reminded of lessons from growing up in a rural farming community. Nothing happened quickly—but everything had purpose. You prepared the soil well before the harvest. You watched for patterns. You worked with care, trusting that if the conditions were right, growth would come.

That's exactly what we're doing here—reimagining the future of work, the workforce, and the workplace through a series of bold, employee-focused strategic initiatives. Each one builds on the next. And together, they're helping us grow a more empowered, connected, and future-ready Vanderbilt.

We are beginning with Project Polaris in July, our skills-based job architecture. It provides the structure and clarity to help every staff member see where they are, where they could go, and what skills will take them there. It's the foundation for everything that follows.

Project Nova, our internal Talent Marketplace, will trial soon. It's designed to open visibility into real-time mobility opportunities across the university—so staff can discover roles that match their

strengths and aspirations without having to look beyond Vanderbilt to grow.

Project Orion, our redesigned approach to performance management, will follow suit. More than just a tool for evaluation, it will be a guided framework for coaching, feedback, and the kind of meaningful conversations that help people do their best work and feel seen along the way.

And many of you are already engaging with the Futures Learning Hub, which launched last year. It's our curated space for professional, technical, and leadership development—designed to meet you where you are, with opportunities to build, stretch, and stay sharp for whatever comes next.

What's powerful is how these efforts build on one another. Polaris helps you see the path. Nova helps you pursue it. Orion helps you grow along it. And the Futures Learning Hub helps you build what you need to move forward with confidence.

That's what real impact looks like—not a single, sweeping change, but a thoughtfully designed environment where growth becomes inevitable. Just like the fields I once worked as a child, the ground we're preparing today will shape what's possible for seasons to come. Because when our people grow, our whole community rises—with more possibility, more purpose, and more impact in the work we do every day.

It's Our Moment!

Sydney

STAFF SPOTLIGHT

Celebrating the excellence of Vanderbilt staff.



Jillian Moulton, Digital Marketing Strategist Office of Learning Innovation

Jillian Moulton is an indispensable asset within the Office of Learning Innovation (OLI). She consistently goes above and beyond, offering her expertise and support whenever and wherever it's needed. Jillian's impact is especially evident in her work on AdvancED's social media and communications strategy. Thanks to her vision and execution, our brand presence has reached new heights, featuring engaging content and more efficient processes. Her ability to deliver polished, strategic work is matched only by her infectious positivity, which uplifts the entire team! OLI is stronger because of Jillian, and I am confident that her contributions will have a lasting impact on our team's success.

Submit a nomination for a staff member or team for our Staff Spotlight

*Collaborating with my team and
growing together in our roles!*

-Amy Silvers

Moments That Matter

Moments That Matter is an invitation to reflect on those times that have made a difference in your life at Vanderbilt.

Our journeys at Vanderbilt are not just about the moments we create for ourselves—they're about the moments we help create for others.



Share Your Moment

Get Ready for Summer Adventures: Unlock Benefits to Help with Vacation Planning

Summer is in full swing, and it's the perfect time to start planning your next getaway! Whether you're dreaming of relaxing on a sandy beach, exploring new cities, or embarking on outdoor adventures, Vanderbilt's benefit offerings can help make your vacation planning easier and more enjoyable.

Travel Discounts & Perks

Take advantage of exclusive discounts on amusement parks, hotels, rental cars, and more through our partner programs. Stretch your travel budget further and enjoy premium accommodations and seamless travel experiences using the [Abenity perks program](#).

Check Your Health Insurance Coverage

Before you hit the road, make sure you're covered! Review your [health insurance benefits](#) to understand what services are available while traveling. If you've purchased \$10,000 or more in Accidental Death & Dismemberment insurance, you're also eligible for [MetLife's Travel Assistance](#) which can help you to stay protected on your trip.

Set a Savings Goal for Your Trip

Planning ahead pays off! Utilize [Fidelity's Goal Booster](#) to set a savings goal for your vacation. Creating a dedicated savings plan can help you budget smarter and make your dream trip a reality without stress.

Maximize Your PTO

Don't forget to use your Paid Time Off! Planning your trip around your PTO allows you to take a well-deserved break without worrying about work. Check your PTO balance and book your days early to ensure you get the time off you need for a perfect summer escape.

This summer, let your benefits do the heavy lifting so you can focus on making memories. Start planning your escape today—because the best adventures are just a benefit away.

FUTURES LEARNING HUB UPDATES

Introducing Anchor's Edge: A New Weekly Series from the Futures Learning Hub

The Futures Learning Hub is excited to announce the introduction of Vanderbilt University's signature weekly learning and engagement series, Anchor's Edge. This series was designed to support a modern, thriving workforce by delivering professional growth, inspiration, and connection while sharpening the skills needed to excel in today's fast-paced, tech-enabled workplace. The four live virtual sessions are crafted to provide weekly inspiration through stories, emails, and conversations. This series is open to all Vanderbilt staff.

Starting in July, the Futures Learning Hub will hold branded weekly themed sessions. All sessions will be virtual live webinars on various topics.

Here is a look at the weekly themes:

Motivation Monday *High Performance in Action*

A live roundtable highlighting a Vanderbilt team or individual making an impact through high performance and collaboration. These sessions include Q&A and are designed to model the SBJA skill of Striving for Excellence while promoting Collaboration and Belonging.

Wellness Wednesday *Restore. Reflect. Refocus.*

Well-being sessions focused on workplace wellness, such as stress management, mindfulness, mental health, and restorative practices. Reinforces the SBJA focus on Grows Self and Others and Effective Decision-Making under stress or uncertainty.

Take-Off Tuesday *Work Forward, Think Ahead*

Future-focused conversations on how AI, work-place efficiencies, and new modes of work are transforming productivity and culture. Not product-focused—these are strategic, high-level sessions exploring efficiencies and the changing nature of work, aligned with Entrepreneurial Thinking, Technology Fluency, and Strategic Insight.

Thrive Thursday *Grow with Intention*

Classic professional development focused on leadership, psychological safety, emotional intelligence, growth mindset, and communication. Supports Leading and Inspiring Teams, Ethical Leadership, and Developing Others.

FUTURES LEARNING HUB UPDATES

All sessions are virtual and open to all Vanderbilt staff. Check out the [Events@Vanderbilt for the session details](#), and to register for the sessions.

If you're interested in presenting a topic or being featured in a session, please get in touch with Justin Grunert.

We can't wait to see you there.



Register

Introduction to Motivation Monday

When: 7/7/25 @ 12:00 - 1:00 p.m.

About: Monthly live roundtable that spotlights a Vanderbilt team or individual who's driving impact through outstanding performance and meaningful collaboration.

Leading From Every Role

When: 7/17/25 @ 12:00 - 1:00 p.m.

About: This Thrive Thursday session will cover the work of Scroggins, Ferrazzi, Covey, and others in exploring ways to lead without title or authority. Leadership is not just for the corner office; attendees will leave this session with actionable steps to cultivate leadership from all levels. Co-elevation, a collaborative mindset that turns teams into partners in mutual success, emphasizing connection, vulnerability, and accountability, will be introduced as a vision of the new cornerstones of leadership.



Register

FUTURES LEARNING HUB UPDATES

TAKEOFF TUESDAY

Register

Designing Work That Works: Focus, Flow, and Fulfillment

When: 7/22/25 @ 12:00 - 1:00 p.m.

About: Being busy isn't the same as being productive. This session helps you align your day with how your brain works by building habits and systems that boost focus, flow, and intention. Learn how to manage attention, prioritize better, and lead with clarity without adding hours to your day.

Personify Health Webinar Series

When: 7/30/25 @ 12:00 - 1:00 p.m.

About: Join Amy Silvers, Wellbeing Champion Program Manager, for an engaging Personify Health webinar series designed to help faculty, staff, and postdocs get the most out of this powerful wellbeing platform! Whether you're new to Personify Health or a long-time user, these sessions will provide a comprehensive walkthrough of the platform's key features, tips for maximizing its benefits, and insights into recent updates and new offerings.



Register

Why Join

Skill Building: Gain valuable skills to help you excel in your current role or unlock new opportunities.

Community: Connect with colleagues across the university who share a passion for growth and learning.

Accessibility: Each session is designed for a wide range of experience levels and interests.

FUTURES LEARNING HUB UPDATES

Complete a learning course through Futures Learning Hub

At Vanderbilt University, we value professional growth and continuous learning. We want to reward you for your hard work of expanding your skills through Digital Learning Marketplace.

You don't need to **take a specific course** to be eligible for the swag box drawing. Feel free to choose any Digital Learning Marketplace course that aligns with your professional goals! Winners will be announced at Curious Bar the last Wednesday of March, April and May.

Here's How You Can Enter:

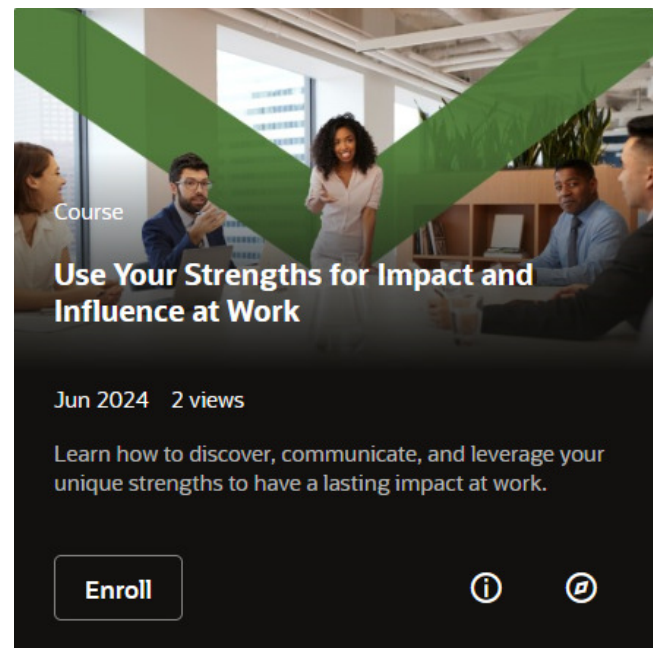
1. **Log In:** Access the Learning Hub.
2. **Learn:** Complete at least one course of your choice.
3. **Win:** You are automatically entered to our drawing to receive a Vanderbilt Swag Box valued up to \$75!

Course of the Month - June 2025

Use Your Strengths for Impact and Influence at Work

What you'll learn

In this course, Marielle Legair teaches you how to identify and communicate your strengths and leverage them to have a lasting impact at work. Armed with these key skills designed for the modern workplace, you'll gain clarity on what makes you unique, how to use it to build confidence, stand out powerfully online, and create more impact and influence.



Register for the Course of the Month

HEALTH AND WELLBEING

Vanderbilt's 2025 Kickball Tournament: A Celebration of Community and Athleticism

The 2025 Kickball on Campus Tournament at Vanderbilt University concluded with an exhilarating championship that showcased both athletic prowess and the spirit of community. Held at Curry Field, the event brought together staff and faculty for friendly competitions aimed at promoting physical and mental well-being.

The tournament's success was driven by the enthusiastic participation of players and the effective coordination by team captains and volunteers. **The Infringers**, led by Donna Ingles, emerged victorious as the undefeated champions. Special appreciation goes to **Commodore Kickers**, led by Marissa McGillis, and **Team TEEBEEDEE**, led by Jonathan Santana, for their spirited participation in this year's tournament.

The **Staff-Letics program** is dedicated to enhancing the well-being of staff, faculty, and postdocs through activities like the kickball tournament, 3-on-3 basketball, and cornhole circuits. These events not only provide friendly competition but also help participants build lasting relationships, ensuring everyone feels supported in their journey toward a healthier lifestyle.

For more information about future events, please contact **Lydell Francis**, Belonging and Community Engagement Program Manager, at wellbeing@vanderbilt.edu.



May University-Wide Step Challenge Winners!

A big round of applause to the top team in the May University-Wide Step Challenge! This winning group, made up of employees from Auxiliary Services, stepped up with incredible energy, teamwork, and determination to claim the top spot.

“Our team competed in a previous step challenge through Personify and we did not like losing! We were checking steps every single day this time around to make sure we maintained our lead and we all averaged over 10,000 steps a day throughout the challenge. It was a lot of fun and really motivated me to get outside and walk!” – Hannah Vincent

Thank you to everyone who participated and helped make this challenge a success. Stay tuned for more ways to get moving and stay connected. Your next wellness win could be just a few steps away!



From left to right: Hannah Vincent, Mike Puckett
Emily Svennevik, Daniela Garcia, Mark Brown

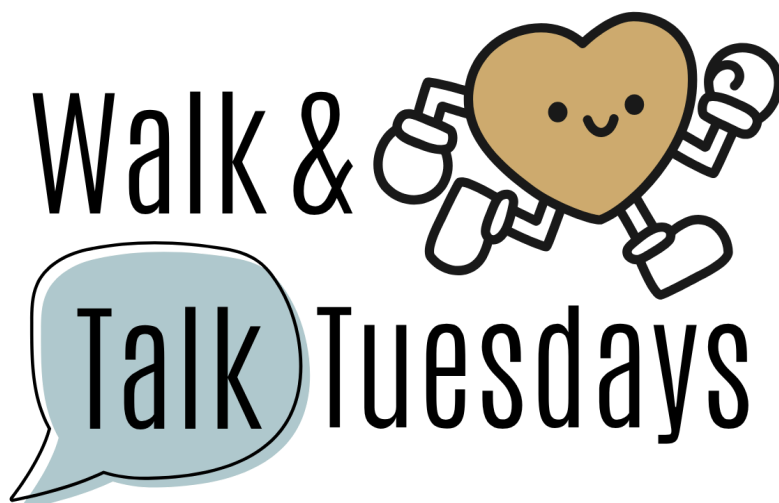
Introducing Walk & Talk Tuesdays!

Looking for a fun way to break up your week, get moving, and connect with colleagues? Join us for Walk & Talk Tuesdays, a voluntary initiative led by Wellbeing Champions that brings faculty, staff, and postdocs together for a refreshing 30-minute walk each Tuesday during the lunch hour.

Walks begin July 15 and take place from 12:00–12:30 PM. We'll meet at the Alumni Lawn flagpole before heading out on a relaxed route around campus.

Whether you're looking to boost your energy, enjoy some fresh air, or simply take a screen break, these walks are designed to be inclusive, low-pressure, and open to all fitness levels. Grab a friend (or make a new one!) and discover how small steps can lead to better health and meaningful connections.

[Join our Teams channel](#) to stay in the loop with weekly reminders and event updates!



CHILD AND FAMILY CENTER

International Day of Play

VCFC celebrated **International Day of Play** on **June 11** by highlighting our children's research and exploration in The Acorn School's outdoor classroom. Loose parts play with flowers, leaves, rocks, sticks, and twigs as manipulatives and arts materials resource children for their imaginative play. Predictable spaces, ample and consistent time, open-ended materials, and caring, observant adults support children's learning in natural outdoor classrooms. Child-led play in nature increases young learners' physical and mental well-being and supports development of mathematical concepts such as classification, sorting, patterns, measuring, counting and comparison and important 21st century skills like collaboration, creativity, and verbal communication. Play is the important work of childhood.



UPCOMING EVENTS AND LAUNCHES

OLLI Summer Courses

As summer stretches out before us with its longer days and sunny skies, it's the perfect time to recharge, reconnect, and reignite your curiosity through lifelong learning. We are thrilled to welcome you to the Summer Term at the Osher Lifelong Learning Institute at Vanderbilt University! It is our pleasure to offer Staff and Faculty 50 and over the 25% discount for our summer courses! The discount would not apply to Osher Online Classes.

Learn more about this [Summer's offerings here](#).



VUIT Learning Collective

Want to learn more about AI? [Register here](#) for AI for Beginners on July 11 at 10a.m. Presentation by Max Moundas.

Office of Transportation & Mobility Webinar

Join the Office of Transportation and Mobility for the Regional Transit Options Webinar on Wednesday, July 30 from 12-1pm to learn about free unlimited regional bus and train options available to the Vanderbilt community. This virtual session will cover programs and resources for university employees like regional bus and train routes, schedules and amenities, Park & Ride locations, which routes serve campus directly, WeGo's Emergency Ride Home and VU's Guaranteed Ride Home programs, QuickTicket registration and more. Speakers include WeGo staff and moderation by VU's Office of Transportation and Mobility. [Register to attend](#) via the University Events Calendar.

Information on Vanderbilt's free unlimited transit benefit can be found at vu.edu/bus. For assistance planning your commute or to request Commute Concierge services, please fill out the request form at vu.edu/commuteconcierge or email MoveVU@vanderbilt.edu.

CHARTING YOUR CAREER PATH AT VANDERBILT WITH OUR NEW SKILLS-BASED JOB ARCHITECTURE

At Vanderbilt University, we believe in investing in the people who make our mission possible. That's why we're proud to introduce our [new skills-based job architecture](#) that brings greater clarity, consistency and visibility to how roles are structured and how careers grow at Vanderbilt University.

What is a Skills-Based Job Architecture?

At its core, *a skills-based job architecture is a personalized roadmap for your career journey*. It organizes and defines all roles at the university in a consistent way, serving as a centralized framework that outlines job families, responsibilities, required skills and opportunities for advancement.

This structure helps us clearly show career pathways, identify growth opportunities and align skills with evolving workforce needs. Whether you're curious about your next step or thinking long-term, this new approach will give you the clarity and tools to take charge of your own career.

Why We're Doing This

We heard your feedback and are acting on it. Staff asked for more transparency, clearer career paths and stronger alignment between the work you do and the opportunities available. Our new job architecture delivers on these priorities and more:

- **Clarity and Consistency:** It creates a shared understanding of roles and expectations across campus, empowering staff to explore internal opportunities and engage in meaningful conversations with their managers about what's next.
- **Better Talent Decisions:** Managers can use this framework to match skills with business needs, improving how we develop talent from within, fill open roles and plan for the future.
- **A Foundation for Growth:** It allows us to benchmark roles against the external market, ensure internal fairness and provide better tools for pay alignment across the university.

What's In It for You?

For Staff:

- **Gain clarity on success** with clearly defined expectations, skill requirements and success factors for each role.
- **See your path forward** with a structured view of career progression and greater visibility into how your skills align with new opportunities.
- **Take control of your career** by using the new Oracle Talent Marketplace to showcase your skills, identify areas for growth, and access recommended learning resources to support your next career step.

For Managers:

- **Align talent with organizational needs** through expanded Talent Marketplace capabilities that will help identify the right skills for the right roles.
- **Support staff development** with targeted learning opportunities through the Learning Hub and our upcoming Performance Management System.
- **Manage talent transitions seamlessly**, reducing disruption while helping your team members grow within the university.

For Vanderbilt:

- **Attract, retain and grow top talent** by offering a modern and equitable job framework grounded in skill and opportunity.
- **Improve workforce planning** by understanding where our skills are strongest and where we need to invest.
- **Drive compliance strategies for pay equity and market competitiveness** to minimize risks and streamline compliance reporting across the university

How It Works

We've structured every role at Vanderbilt into four key components:

- **Job Families and Sub-Families:** Job Families group together related work (like Finance), while Sub-Families reflect more specific functions (like Accounting or Investments within Finance).
- **Growth Streams:** These define how a role creates value and how they operate, whether through deep expertise, program management, team leadership or strategic influence.
- **Growth Levels:** These indicate the hierarchical position of the job reflecting the complexity and impact of a role, offering a clear and consistent path for advancement.
- **Jobs:** A job is the unique combination of these elements (job family, growth stream and growth level) that is clearly defined with responsibilities, skill expectations and pathways for progression.

What Makes It Skills-Based?

Our new job architecture doesn't just focus on what a job is—it also focuses on what you bring to it. Every role includes a set of required behavioral and technical skills, mapped across 92 sub-families. That means **you can see exactly what skills are needed to move forward or pivot into a new direction.**

CHARTING YOUR CAREER PATH AT VANDERBILT WITH OUR NEW SKILLS-BASED JOB ARCHITECTURE

By placing skills at the center, we're making career growth more visible, more achievable and more tailored to each individual. We're also building a stronger, more agile workforce that can adapt and thrive in a constantly evolving landscape.

Your Future: Endless Possibilities

Our new skills-based job architecture is a step forward in how we support your career journey at Vanderbilt. With it, you'll have greater visibility into opportunities, a clearer understanding of expectations and more personalized tools to help you grow.

By putting skills at the center, we're creating a more dynamic, clear and supportive workplace where every employee can better understand their role, chart their path and contribute meaningfully to our shared mission.

Your future at Vanderbilt is full of possibility; and now, there's a clearer path to help you get there.

Launch Details

We are excited to launch the new skills-based job architecture to the university in July.

- **July 14–25:** People Leader training
- **July 14–25:** People Leader role mapping review
- **July 28–August 1:** Staff Training
- **August 4–8:** People Leaders will provide staff with their Personal Impact Statements

connect with us



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Curious Bar
Check website for location

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