

illuminate

A full-page photograph of a bronze statue of a man in a long coat, standing in a park. The background is filled with trees showing vibrant autumn foliage in shades of yellow, orange, and green. The statue is positioned in the lower right quadrant of the frame.

Vol 2.10

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EDITOR'S REFLECTION

As you may have heard some mornings, I start the day with a quiet walk across campus. I often pass our groundskeepers tending to every corner with steady care, and I am reminded how many hands shape the feeling of this place long before most of us arrive. And sometimes I catch squirrels chasing each other across the paths, their playfulness taking me back to my childhood on the farm, where simple moments in nature put me in a position to notice what is alive and thriving around me. These moments of awe bring a wave of gratitude.

As we move into this season of thanks, I want to pause and honor that spirit. The care you show for one another creates something rare. It helps people feel welcome and seen in a world that often moves too fast. That feeling of being noticed, valued and cared for is what strengthens a community.

Over the past months, we've taken on the Big Five initiatives that form the backbone of our culture transformation. Change asks us to stretch, stay curious and sometimes let go of familiar ways of working. Yet you continue to show up with courage and an open mind. That is how real transformation takes root.

Reflect with me. *Do you see the silhouette of a reimagined work, workforce and workplace rising from what we are creating together?* More

than 800 staff roles are now mapped, giving all of us a clearer view of how our work connects and how skills open new paths (Skills-based Job Architecture). Our learning efforts continue to grow because Dare to Grow isn't just a motto, it's the mindset that fuels our future. Nearly 70% of you are already engaging (Futures Learning). Our feedback ecosystem is strengthening through a shared philosophy, clearer guidance and tools many of you already use (Performance Management). Soon, opportunities across campus will be easier to find (Talent Marketplace), and staff will also have a way to share bold ideas that help Vanderbilt reach its next frontier (Staff Ventures). Together, these five efforts give all of us more clarity, more tools and more support to keep daring to grow.

As we approach U.S. Thanksgiving and the winter holidays, I hope you make full use of your paid time off. Rest, relax and restore with the people who matter most. Stepping back gives us the strength and clarity to keep climbing the summit of defining and being the great university of the 21st century with purpose and passion.

Thank you for the work you do and for the spirit you bring to this community. I am grateful to learn from you and to serve alongside you.

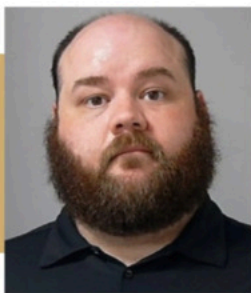
It's Our Moment!

Sydney

Meet the Hayes Family

Meet the Hayes family, Vanderbilt's very own first family of safety. Together, they embody dedication and service through their roles across Vanderbilt Public Safety. Marsha Hayes serves as a Captain with the Vanderbilt University Police Department; Steve Roberson is a Community Service Officer I at Vanderbilt Wilson County Hospital; Sam Hayes works as a Community Service Officer with Vanderbilt Public Safety; and Robbie Barnes serves as a Weapons Detection Specialist with VUPS. United by a shared commitment to keeping our campus community safe, the Hayes family represents the heart of what it means to serve with care and integrity.

Join us as we sit down with the Hayes family to learn more about their experiences and what motivates them to serve our Vanderbilt community. Their collective dedication and teamwork exemplify the spirit of care, vigilance, and commitment that make Vanderbilt a safer place for everyone



Tell us about your career path that led you to your current role at Vanderbilt.

Steve: After a 37-year career as a mechanic, I wanted to step outside my comfort zone and do something different.

What drew you to work at Vanderbilt?

Marsha: I've lived in Middle Tennessee my whole life and already knew how prestigious both Vanderbilt University and the medical center are, it was the first place I applied for a Law Enforcement position.

What is one aspect of your job that might surprise others?

Samuel: I have been able to work with many different people from other departments.

ANCHOR DOWN



STAFF STORIES

Do you have a favorite meaningful moment of working at Vanderbilt?

Marsha: Several years ago, I got a call to assist someone that couldn't find their way out of a garage. As I got to the entrance, I heard screaming. I ran to the area, and a pregnant female was on the ground with her pants down and the baby's head crowning. The husband was standing beside her in shock and couldn't say anything, he just handed me the wife's purse. I called for medical assistance and thanked goodness they got there in time, and I didn't have to deliver the baby, but I did get to see the baby boy's birth. I still think about that little boy from time to time.



Looking ahead, what keeps you motivated and engaged in your work?

Steve: The thing that keeps me motivated is that I am a part of a team that provides a safe and secure facility so the medical staff can do their jobs.

Richard: My co-workers.

Do you have a staff story
to tell or want to nominate
someone to be featured?

Submit Stories



*Do you have a piece of advice for
someone starting at Vanderbilt?*

Samuel: Get all the different training
programs that come available to you.

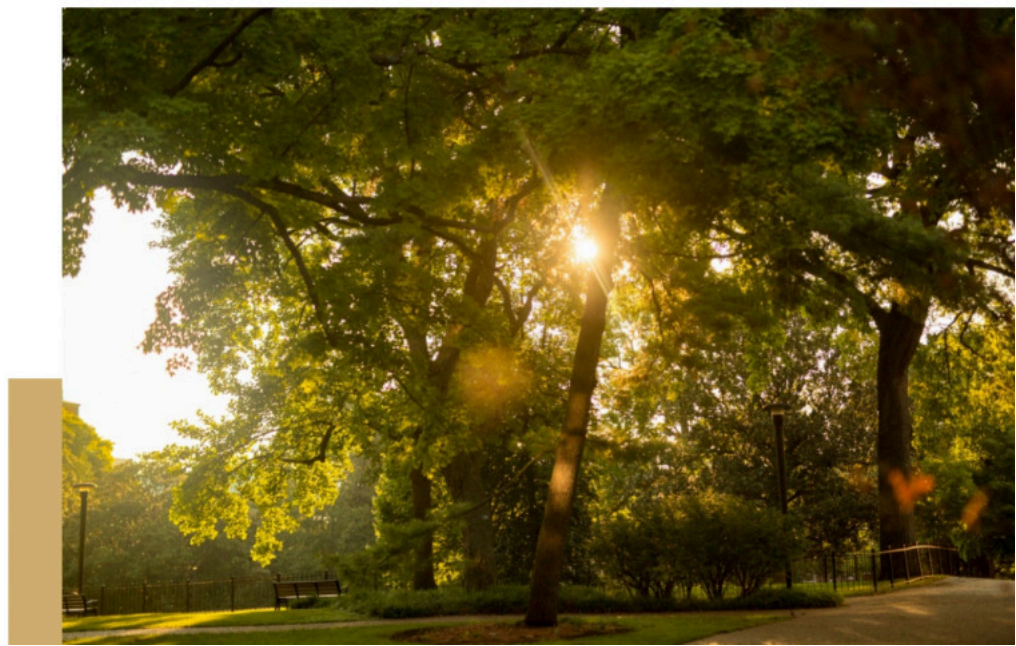
*Our campus is so beautiful but there are also so many hidden gems.
What is your favorite spot on campus?*

Marsha: The Peabody side of campus has always been my favorite spot, I love to walk the
loop between Magnolia Circle and the Wyatt Center in the fall, the trees are stunning!

Steve: Watching the activity in Emergency Department

Samuel: I liked working on
Peabody campus.

Richard: The koi pond at
the children's hospital.



2025 FALL STAFF ASSEMBLY

Congratulations to all the winners of the 2025 Fall Staff Assembly Awards.



SAVE THE DATE FOR TURKEY TOSS 2025

This year's Turkey Toss will be the closing event of Vanderbilt's Sesquicentennial celebration and will be held on Tuesday, Dec. 16, from 6 a.m. to 6 p.m., in the Multipurpose Room, Great Room and Carmichael Cafe within Carmichael College.

This event is open to Vanderbilt staff, faculty and postdocs and will offer regular turkeys as well as halal and tofurkey options. There will also be light refreshments, giveaways of Vanderbilt swag, and games and crafts for attendees to enjoy.

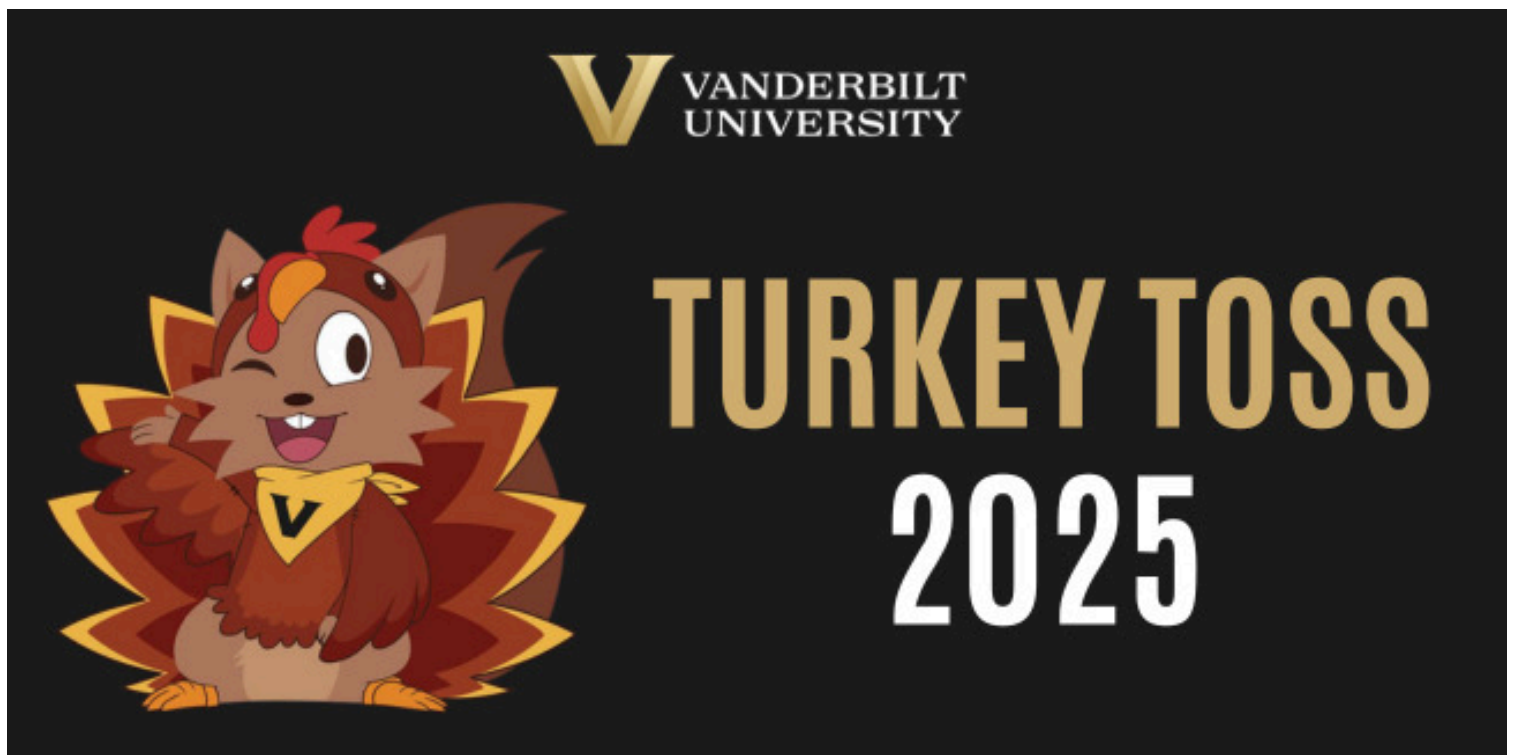
A Vanderbilt ID or proof of employment is required to pick up a turkey. A separate ID is needed for each turkey or tofurkey picked up for colleagues.

Unclaimed turkeys will be donated to [Second Harvest Food Bank of Middle Tennessee](#).

Please join us for one last celebration of Vanderbilt's first 150 years!

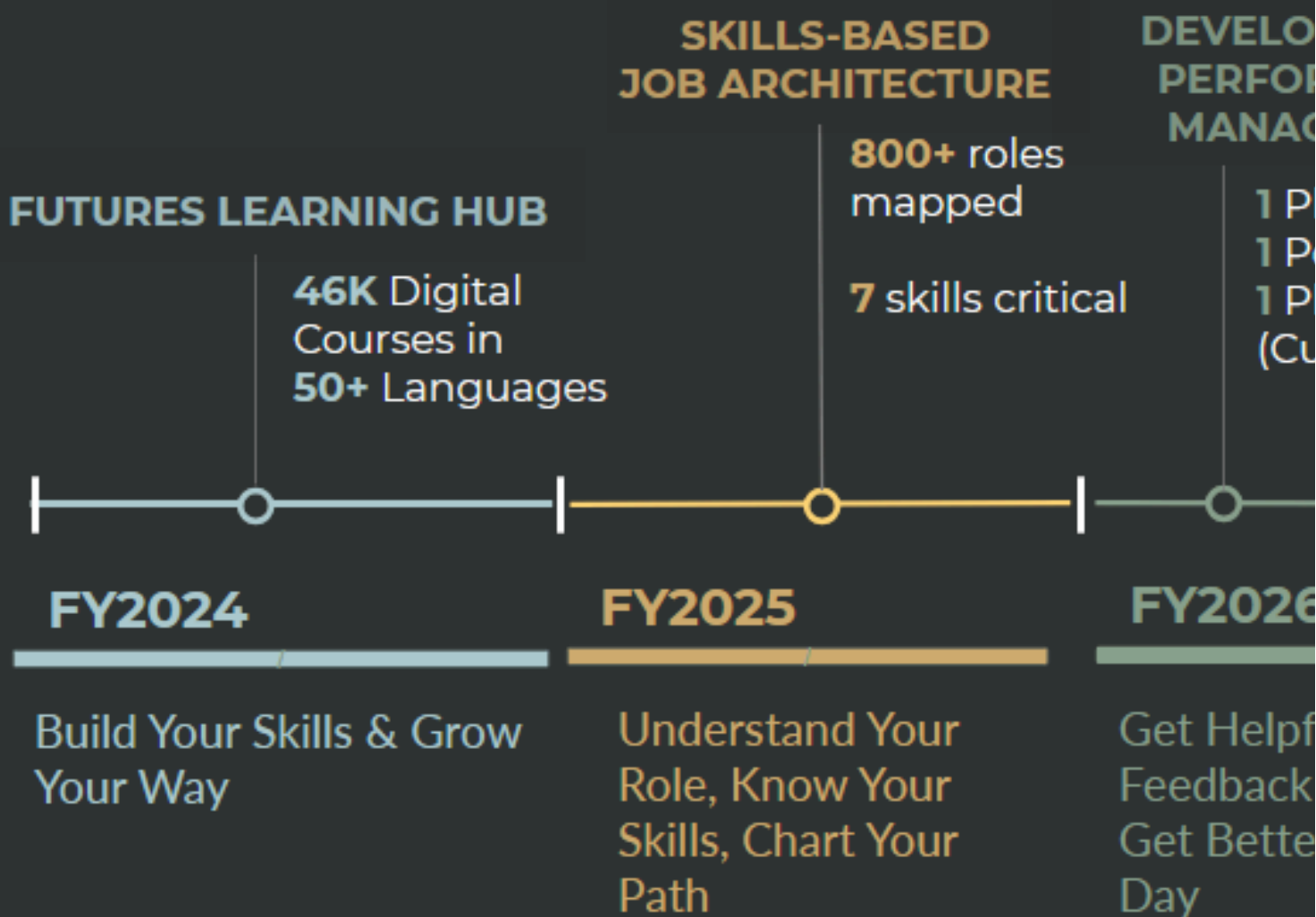
Staff or faculty interested in volunteering to assist with Turkey Toss, [please follow this link](#) to register.

For questions regarding Turkey Toss, email 150@vanderbilt.edu.



THE B

PCB'S TIMELINE FOR WOR



"The Big 5" refers to PCB's commitment to enriching the lives of Vanderbilt employees at work.

- **Futures Learning Hub:** A central resource for staff professional development, fostering growth, innovation, and career advancement.
- **Skill-Based Job Architecture:** Designed to enhance the professional journey of Vanderbilt University's dedicated staff members.
- **Development & Performance Management:** By defining expectations, fostering meaningful feedback and providing recognition and opportunities, performance management empowers staff to reach their full potential.
- **Talent Marketplace:** Built on the foundation of the job architecture, which defines the core and technical skills associated with each role and outlines clear growth paths across the university.
- **Staff Ventures:** An opportunity to invite individuals to share bold ideas to make Vanderbilt even better.

IG 5

KFORCE OPTIMIZATION

DEVELOPMENT & PERFORMANCE MANAGEMENT

Philosophy
Policy
Platform
Culture Amp)

**TALENT
MARKETPLACE**
19 job families

STAFF VENTURES

5000+ Infinite
Innovation

FY2027+

ul
&
r Every

Explore New Roles
&
Grow Your Career
With Purpose

Test Bold Ideas &
Shape What's Next

FUTURES LEARNING HUB UPDATES

Join us this December for the Anchor's Edge Learning Series. All registrants will receive a recording after the live session. If you're unable to attend, please register to ensure you have access.



Manager Monday - Difficult Conversations without Avoidance

When: 12/1/25 @ 12:00 – 1:00 p.m.

About: Difficult conversations are part of leading people, but many managers delay them until small issues become big problems. In this session, managers will learn a simple framework to address tough topics early and directly, without sacrificing empathy. We'll practice language they can use in real situations and explore how to handle defensive or emotional reactions while keeping the relationship intact.

[Register](#)

Take-Off Tuesday - Working in an Age of Constant Change: Adaptive Work Habits for 2026

When: 12/9/25 @ 12:00 – 1:00 p.m.

About: Change is no longer a project—it's the baseline. This session explores the habits, mindsets, and micro-skills employees need to stay flexible, resilient, and steady as work continues to evolve at high speed.

[Register](#)

Wellness Wednesday - Personify Health Monthly Webinar

When: 12/17/25 @ 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!

[Register](#)

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:

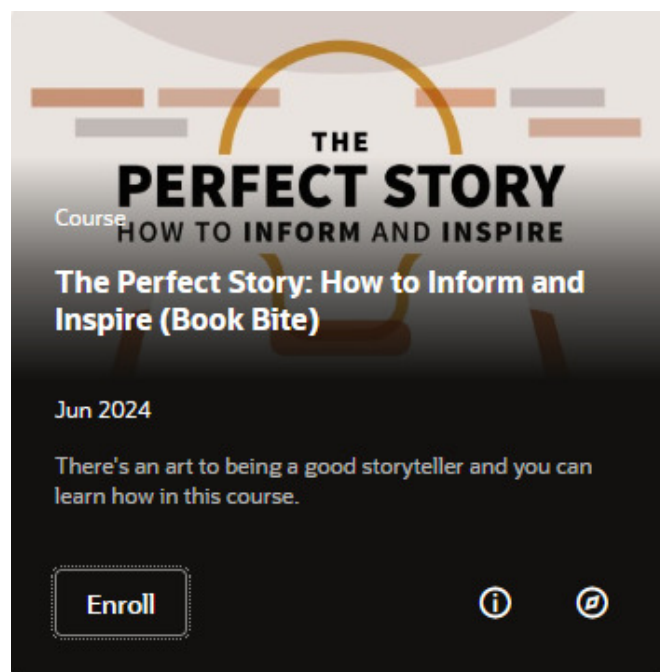
1. **Log In:** Access the Learning Hub.
2. **Learn:** Complete at least one course of your choice.
3. **Win:** You are automatically entered to our drawing to receive a Vanderbilt Swag Box valued up to \$75!

Course of the Month December 2025

The Perfect Story: How to Inform and Inspire

What you'll learn

The ability to tell a good story is more than just a social skill you break out at parties or small-talk situations. It's a key element in good leadership, connection, and influence, and it can help you creatively, professionally, and personally. Find out how you can use brain science to tell better stories, generate endless story ideas, and tell stories that bring data to life. Plus, learn how to avoid common storytelling mistakes.



Register for the Course of the Month

HEALTH, WELLBEING AND BELONGING

Join us for 3v3 Basketball!

Join us for 3v3 Basketball! **January 21st to March 25th, 2026.** 11:45 – 1 pm, Wednesdays, deadline to [sign up](#) Jan 13, 2026.

The Vanderbilt Staff Athletics Program (Staff-Letics) is designed to enhance the health, well-being, and sense of belonging among our staff and create a dynamic. The program will feature diverse athletic events, fitness resources, and wellness workshops, fostering a culture of physical activity and camaraderie.



Congratulations Team Ool!

Our university-wide team step challenge winners for October hail from the **Office of Investments!** Join us in celebrating **Team Ool!** for their incredible effort and team spirit.

Anders Hall, Brandon Baker, Nichole Burnap, EJ Jeong, and Kate Ripley showed incredible teamwork and dedication, proving that consistency and camaraderie go hand in hand.

When asked about the team's experience, Anders shared:

"Our team brings focus, collaboration, and just the right amount of friendly competition to everything we do. The step challenge was no exception—we might've been a little too good at tracking performance metrics!"

Fun facts about Team Ool's step challenge journey:

- EJ walked on the treadmill while studying for the CFA—multitasking at its finest.
- Anders ran a half marathon every day (just another day for him).
- Brandon kept spirits high and coached the team as diligently as he coaches his son's baseball squad.

Thank you to everyone who participated in the challenge, cheered one another on, and helped make it a fun, energizing way to stay active as a community!



CHILD AND FAMILY CENTER

BIG Read Early Literacy

Dozens of families joined The Acorn School's BIG Read early literacy event on Tuesday, October 28th to sip cider while guest Kosha Tucker, Interim Vice Provost for Career Advancement and Engagement, read scarecrow stories in the Vanderbilt University Fine Arts Gallery atrium. VCFC and VUMA want all children to feel welcomed and a sense of belonging in museums. As a Select member of the Governor's Early Literacy Foundation VCFC understands that reading aloud consistently to young children is the most important predictor of their later literacy success!



The Acorn School Professional Development

The Acorn School's professional development in-service day on Oct 17th was impactful: VCFC collaborated with partners throughout PCB to deliver a comprehensive Benefits seminar; partnered with the Peabody Library staff (thank you, Mononika Howard) and external trainers for early literacy workshops; and re-certifying a dozen teachers in First Aid CPR. The Acorn School also used this time to complete over 250 parent teacher conferences.



OPTIMIZING YOUR RETIREMENT & REWARDS FOR 2026

With 2025 winding down and the holidays approaching, take the time to make some updates and maximize your retirement and benefits from Enterprise Rewards Solutions.

Boost Your Retirement Savings in 2026

Effective **January 1, 2026**, the university's contribution to the **403(b) Retirement Plan** is increasing. The retirement match will rise to **up to a total of 6.5% (3% mandatory match and 3.5% voluntary)**.

Holiday Perks and a New Platform is Coming!

Get ready to save as you enjoy time with family and friends this holiday season!

BenefitHub: Don't forget to check out **BenefitHub** (formerly Abenity) now for discounts on a wide range of services, including restaurants, activities, shows, and more—perfect for holiday outings and gift-giving!

New Deals and Discounts Platform: In **January 2026**, we're moving to a new discount platform. More details will be shared in the new year, but you'll have access to the same deals you do now, and more!

New Coverage Options: On the new platform you'll have more options for discounts on **auto and home coverage**, enroll in **pet insurance**, and you can choose to enroll in a brand-new **Legal Plan**, all available through convenient payroll deductions! Stay tuned for more information soon!

End of Year Reminders

Flexible Spending Account (FSA) Reminder: Be sure to spend your remaining 2025 FSA funds before the deadline of **March 15, 2026**. Remember, flexible spending accounts are 'use it or lose it', so don't leave your money behind. Check out [this site](#) for more information on FSAs and links to Fidelity to view your balance.

Update Your Address: It's crucial to have your correct and current mailing address on file, to prepare to mail **end-of-year tax documents**. Log into [Oracle Cloud](#) today to ensure your information is accurate.

connect with us



vanderbilt.edu/pcb



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Curious Bar
Check website for location

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