



ILLUMINATE

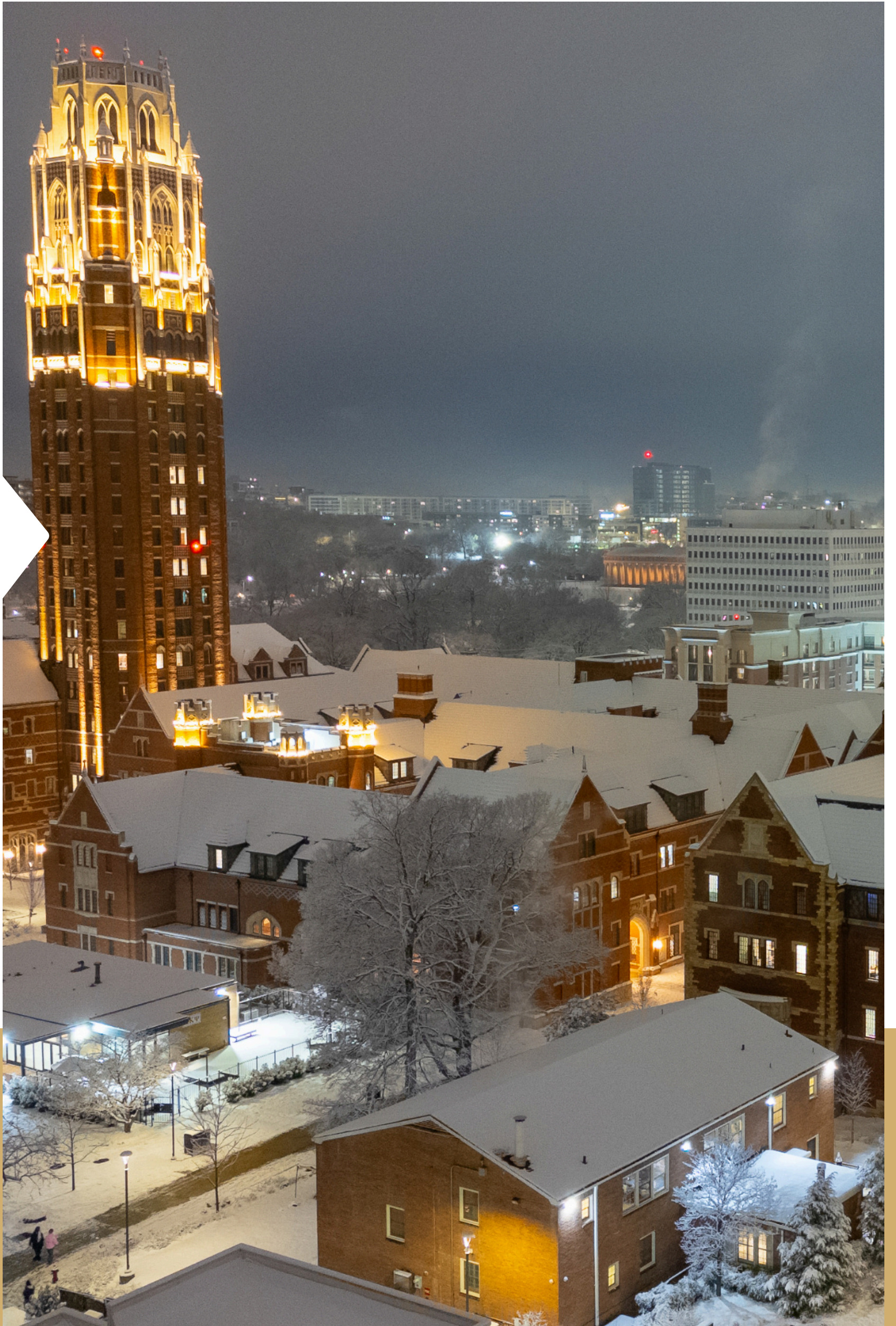
MAGAZINE

VOL
3.1

ILLUMINATE MAGAZINE

PEOPLE, CULTURE & BELONGING

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Photo submitted by: Whitney Coppinger



VANDY VIEWS

Our favorite seasonal shot from around
campus. Have a submission? Send them
to us at pcb@vanderbilt.edu

EDITORIAL

I hope you had a restorative Winter Break. We are fortunate to work at a place that truly values time to pause, to rest, and to be present beyond our roles.

Each year, I return to a place that helps me slow my thinking and steady my footing. Where quiet feels earned rather than imposed, the land stretches out in rolling, lush green waves stitched together by sheep, horses, and cows, and some of the cleanest air on the planet fills your lungs before you've had time to think. I began the new year in Aotearoa (New Zealand), at the bottom of the earth, before turning back toward what's next.

That sense of reset is intentional.

As you open this January edition, you'll notice that *Illuminate* looks a little different. This isn't just a design refresh. It's a shift in focus. We listened closely to your feedback and, with the new year, turned our attention more fully to the people who bring Vanderbilt's mission to life every day. Moving forward, you'll see more staff stories and lived experiences across Vanderbilt.



A new year invites reflection, but more importantly, it invites possibility. Vanderbilt is very much in a season of becoming and next frontiers, energized by an undefeated season in women's basketball, the electricity around our athletics, and our expanding presence in New York City, San Francisco, and West Palm Beach.

Over the past year, we've taken meaningful steps toward a more modern, people-centered workplace. From a new skills-based job architecture to a reimagined approach to development and performance, and expanded learning through the Futures Learning Hub, we are reshaping how growth and

opportunity are experienced at Vanderbilt. And this work continues.

In 2026, we'll build on this momentum with Staff Ventures and the Talent Marketplace, opening new ways to apply your skills, explore opportunities, and shape your career at Vanderbilt.

A new year doesn't mean everything is finished. It means we are aligned and ready for what's next. The future of Vanderbilt will continue to be shaped by the people who show up each day with curiosity, care, and purpose.

It's Our Moment!

Sydney



*"Nothing is predestined.
The obstacles of your past
can become the gateways
that lead to new
beginnings."*

—Ralph Blum

Meet Chef Brian

Meet Chef Brian Cochran, the Director of Culinary Operations for VU Campus Dining, Auxiliary Services.

Join us as we sit down with Chef Brian to learn more about his experiences and what motivates him to serve our Vanderbilt community. His dedication to hospitality and to serve those on campus exemplifies what it means to be a member of the Vanderbilt community.

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

I have been in culinary hospitality for 27 years, working in many aspects of the industry, including fast casual and fine dining restaurants, private clubs and catering. I transitioned to the realm of dining service in education in 2008. Since that time, I have served at a culinary school, K-12 private schools and higher education.

What drew you to work at Vanderbilt?

Vanderbilt has such a strong commitment to excellence and innovation, and the Campus Dining operations reflect that spirit. The energy of the undergraduate student body brings such joy to me. As a Middle Tennessee native, I wanted to use my ethic of radical hospitality to enrich the lives of our students through the community created around food.

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

A large portion of my time is spent fueling collaboration between our dining hall chefs, student organizations, and faculty members. Of course, we must cover the daily dining needs of our students (almost 3 million meals in an academic year); but the richness of our program comes from cultural celebrations and hands-on enrichment of students' learning experiences at Vanderbilt.



American Culinary Federation

Brian Cochrane
Director of Culinary
Operations

STAFF STORIES

CONTINUED

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

Culinary Academy (dining staff) Graduation ceremonies are my favorite day of the year! Culinary Academy is a job-embedded apprenticeship program that replicates culinary school education for selected frontline Campus Dining staff. The rapid growth of knowledge and skills among our staff allows us to provide some of the best campus dining food in the nation. After completing three semesters of coursework (weekly lecture and lab), graduates are qualified to certify their professional status with the American Culinary Federation.



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

The calendar cycles of the academic year give us constant opportunities to create and recreate what we do. Each year brings thousands of new community members. I enjoy embracing the challenge of being their 'home away from home'.

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?

Expand and collaborate! Move quickly beyond the professional relationships of your own department. The university community is rich with diverse opportunities because of the incredibly talented and diverse faculty, staff and students.

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

Enjoying a cappuccino and pain au chocolat at Café Carmichael with a colleague.





ANCHORING CHANGE: THE BIG 5 IN ACTION

We're building a stronger, more connected staff experience—one that's clear, supportive, and designed for growth. At the center of this effort are five key initiatives, our Big 5, that bring our 48-month strategy to life. Together, they're shaping a workplace where every staff member can see their path, build new skills, grow their career, and drive innovation.

01 **JOB ARCHITECTURE, OPERATIONALIZED**

Staff now have visibility into their roles and career paths. With roles mapped, our new skills-based job architecture gives clarity on what's next, what's possible, and how to get there.

02 **FUTURES LEARNING, DELIVERED**

Learning is now at your fingertips. Our on-demand platform offers personalized, skills-based development - accessible anytime, aligned with your goals.

03 **TALENT MARKETPLACE, LIVE**

The best opportunities are now found within. The Talent Marketplace connects staff to internal roles and projects based on their skills and interests - empowering mobility and growth.

04 **PERFORMANCE, REIMAGINED**

We're moving beyond once-a-year reviews. Our new performance approach focuses on regular feedback, accountability, and development - all supported by a clear philosophy and tools.

05 **INNOVATION, INCUBATED**

Staff ideas matter. Through Staff Ventures, staff can turn bold ideas into real solutions - supported by cross-campus collaboration and venture-style incubation.

BIG 5

JOB ARCHITECTURE

Project Polaris is designed to help you understand your role, know your skills, and chart your path.



What is your name, the department you work for, and your title?

My name is Candis Corley, and I work in People, Culture & Belonging as an Operations Specialist.

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

I joined Vanderbilt in 2024 after experiencing a mass layoff at my previous company. While unexpected, it gave me the opportunity to pause and reassess the direction I wanted my career to take, eventually finding my way into Human Resources. I applied for and accepted an HR Assistant

position at Vanderbilt, understanding it would be a stepping stone to broader opportunities. Working the front desk gave me valuable exposure to the university's operations, people, and processes, and allowed me to develop strong organizational and communication skills. Through that experience, I was introduced to the Operations team, where I discovered an area of work that truly aligned with my strengths and interests. Moving into Operations has allowed me to contribute in a meaningful, behind-the-scenes way, solve problems, support teams across campus, and continue growing professionally within Vanderbilt.

What drew you to work at Vanderbilt?

Vanderbilt was a university I rooted for, followed closely, and even toured when I was deciding where to attend college. When I saw the HR Assistant role open, I knew it was my opportunity to finally become part of an institution I had always respected. While it was an entry-level role, I was encouraged by Vanderbilt's culture of growth and the idea that once you're part of the university, there are real opportunities to learn, contribute, and grow. Vanderbilt's mission, commitment to excellence, and sense of community ultimately made the decision easy. Joining the university truly felt like a dream come true.

Why do you think the Skills-Based Job Architecture is a good addition to the university and why you are strong advocate for it?

I am a strong advocate for Skills-Based Job Architecture because of individuals like me who are early in their careers and eager to grow, but are unsure on what the next steps are. Questions like: "Where do I go from here?" "What opportunities are available to me?" "What does growth actually look like in my role?" Job Architecture helps bring clarity and transparency to those questions. It creates visible pathways for progression, allowing employees to understand how their skills, experience, and interests can translate into future opportunities. Vanderbilt is a place that values learning, development, and long-term growth, and I believe Job Architecture strengthens that commitment. By clarifying career paths, the university empowers individual growth while simultaneously boosting talent acquisition and retention.

"The Big 5" refers to PCB's commitment to en

FUTURES LEARNING HUB

Futures Learning Hub is a central resource for staff professional development, fostering growth, innovation, and career advancement.

What is your name, the department you work for, and your title?

My name is Deanna Danger, I work in VUIT and am the Executive Assistant to Shane Callahan.

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

After about two decades in the admin field, I found myself ready for a new chapter. I'd hit the top of the ladder at my previous company in Milwaukee, and I was really looking for that next big opportunity. Somewhere I could not just grow, but also work with a leader who truly understood the value of an executive assistant. When I interviewed for the EA role with the CIO at Vanderbilt, it just clicked. I knew I was stepping into an environment where my role would be seen as a strategic partner, not just a support function. And that's how I landed here in 2023.



What drew you to work at Vanderbilt?

It ties right into what I just mentioned. I was looking for a place where the executive assistant role is genuinely valued as a key part of the leadership team. Working with Shane Callahan has been a highlight because he sees me not just as someone who handles tasks, but as a strategic partner. Vanderbilt really fosters that kind of growth and encourages creativity and curiosity. One of my favorite examples is when Shane joined me on a panel at the ASAP (American Society of Administrative Professionals) conference in early November to talk about the value of having a strategic partnership. That's the kind of value Vanderbilt places on continuous learning and collaboration, and it's why I love being here.

Why do you think Futures Learning Hub is a good addition to the university and why you are strong advocate for it?

I'm a big believer in lifelong learning, and I see education as a privilege that not everyone has equal access to. So, when a workplace offers something like the Futures Learning Hub, it's a huge opportunity. Whether it's that program or something like the EdAssist initiative, I always advocate for taking advantage of these resources. They can really inspire you, help you grow in your career, and build a sense of community with others who are also learning. It's not just about the knowledge, it's about fostering a culture where we can all grow together, and I love that we have that here.

riching the lives of Vanderbilt employees at work.

BIG 5

DEVELOPMENT & PERFORMANCE

Project Orion works to define expectations, foster meaningful feedback and provide recognition and opportunities, performance management empowers staff to reach their full potential.



What is your name, the department you work for, and your title?

My name is Kathleen Seabolt, and I am the Executive Director for the Vanderbilt Child and Family Center.

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

My curiosity to understand human development has composed a career centered on play advocacy in early childhood care and education. From teaching in public and private schools, to private non-profit, federal and state childcare programs. I enjoy working with youth and am particularly inspired to co-create with their learning

experiences and career pathway opportunities. In my spare time I like to volunteer for early literacy and kindergarten readiness initiatives, and direct youth productions of Shakespeare's plays. My favorite job was being a Girl Scout camp counselor and producing the mid-summer water carnival.

What drew you to work at Vanderbilt?

I had never been to Tennessee until I interviewed for this position. The process of getting to know Vanderbilt while it considered bringing me in was thrilling – I met teachers, parents and professors, observed children, and was warmly welcomed in a way that made me want to uproot and move to join this community. The most fun anyone can have in life is to pursue continuous program quality improvement with dedicated colleagues and that's what Laura Nairn and the Division of Administration offered me with this position and it's what Pam Jones, Sydney Savion, and PCB continue to offer and the reason I want to stay at Vanderbilt.

Why do you think Culture Amp is a good addition to the university and why you are strong advocate for it?

VCFC began to adopt Culture Amp in April 2025. I am neither a sophisticated nor a confident technology user, but believe the best way to get acquainted with a new tool is to just ask it to dance! So with the site directors, we all jumped right in - we took online trainings together and PCB staff answered our questions. Our team found Culture Amp intuitive. We initially rolled it out for check points to onboard new employees, but quickly incorporated it to document coaching conversations for all staff. Our trepidation vanished as Culture Amp usage became truly an effective tool. Continued adoption and expanding usage has made our administrative load easier! The ongoing documentation in one place supports clarity and communication, tracking fidelity to agreed upon actions for improved performance outcomes. I appreciate how it helps me to be organized and holds me accountable to resourcing my team.

"The Big 5" refers to PCB's commitment to en

STAFF VENTURES

Staff Ventures is an opportunity to invite individuals to share bold ideas to make Vanderbilt even better.

What is your name, the department you work for, and your title?

My name is Matt Estes, and I serve in People, Culture & Belonging as the Director of Learning Innovation and Impact.

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

My career has consistently lived at the intersection of learning, innovation, and systems change. I've spent over 20 years working in learning and development, primarily in fast-paced startup and growth environments across healthcare, technology, and consulting. Those experiences taught me how to design learning that is practical, data-informed, and tightly aligned to real organizational outcomes. Not learning for learning's sake. Before Vanderbilt, I led leadership effectiveness and learning strategy work in consulting environments, where I partnered directly with global senior leaders to solve complex people and performance challenges. That background shaped how I approach my role today: building scalable, human-centered learning solutions that drive impact at both the individual and enterprise level.



What drew you to work at Vanderbilt?

What drew me to Vanderbilt was the opportunity to do meaningful, long-term work at an institution that genuinely values excellence, curiosity, and innovation. I was especially excited by the chance to help build something foundational - modern learning ecosystems, skills-based development, and innovation pathways - that would support staff across the entire university. Vanderbilt isn't just a place to execute programs; it's a place where you can help shape the future of work in higher education.

Why do you think Staff Ventures is a good addition to the university and why you are strong advocate for it?

Staff Ventures is a natural and powerful extension of Vanderbilt's mission and strengths. Our staff sit at the center of the university's operations - they understand the problems, inefficiencies, and unmet needs better than anyone. Staff Ventures creates a structured, credible pathway to unlock that insight and turn it into value, whether through external commercialization or internal innovation that improves how we work. I'm a strong advocate for Staff Ventures because it reframes staff not just as operators, but as innovators and builders. It aligns talent development, engagement, and institutional impact in a way that few programs do. Done well, it reinforces a culture of ownership, creativity, and possibility - while also supporting Vanderbilt's goals around efficiency, revenue generation, and real-world impact. At its core, Staff Ventures says: we trust our people, we invest in their ideas, and we believe innovation can come from anywhere. That's a message worth standing behind.

enriching the lives of Vanderbilt employees at work.

BIG 5

TALENT MARKETPLACE

Talent Marketplace is 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.



What is your name, the department you work for, and your title?

My name is Vani Srikanta and I work in the Information Technology department as a Senior Systems Administrator.

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

My Vanderbilt journey began as an application administrator for a project and program management system. As my role evolved, I was afforded opportunities to gain experience in other areas such as project management and business

analysis, and my application management responsibilities expanded to include additional systems. Today, my primary focus is Oracle Cloud, where I administer modules supporting recruiting, learning, and development.

What drew you to work at Vanderbilt?

I was drawn to Vanderbilt because of its strong reputation and its emphasis on professional development and work-life balance, where employees were supported both personally and professionally. The opportunity to utilize my academic background while continuing to grow professionally in a prestigious organization made this a compelling place for me.

Why do you think Talent Marketplace is a good addition to the university and why you are strong advocate for it?

Talent Marketplace is a robust platform that integrates key components of career development, such as learning, skill development, and career mobility. It allows employees to explore roles aligned with their skills and career interests, save jobs and career roles as favorites, subscribe to alerts to stay informed of emerging opportunities, etc. I'm a strong advocate for Talent Marketplace because it is a very powerful tool for career development and supports our individual successes.

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

SUBMIT YOUR BIG 5 EXPERIENCE

We're looking for more staff experiences in our big 5 initiatives. Have a story you want to tell? Submit it to

pcb@vanderbilt.edu

SPRING STAFF AWARDS NOMINATIONS

The Spring Staff Awards recognize the many contributions of university staff to Vanderbilt's core goals and mission. The winners of each award will be announced at the sixth annual Spring Staff Assembly on **Wednesday, May 20**.

During this year's Spring Staff Assembly, longtime university awards, including the Commodore Award and the Excellence in Culture Award, will be presented along with newer awards, such as the Vanderbilt Early Impact Award and the One Vanderbilt Excellence Award.

Nominations can be submitted by staff, students, faculty or postdoctoral scholars using the online nomination form through **Friday, Feb. 27**.

Once submitted, a select group of representative staff members from various divisions review the nominations for consideration.

Please see the [staff awards website](#) for nomination guidelines and award amounts.

The Futures Learning Hub (FLH) at Vanderbilt University is the central resource for staff professional development, fostering growth, innovation, and career advancement.

FUTURES LEARNING

ANCHORS EDGE

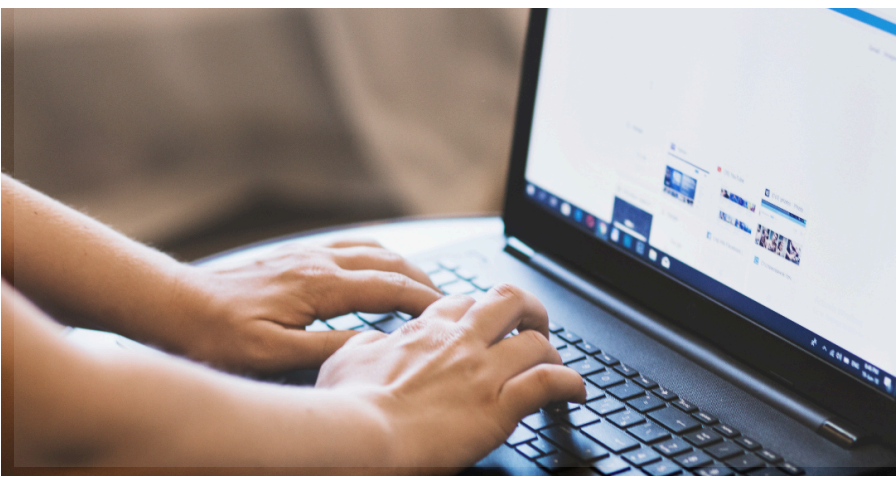


Manager Monday

Recruiter Partnership for Smarter Hiring

February 2 at 12:00 p.m. | [Register](#)

In this session, you'll learn how Recruiter Hub supports proactive sourcing of passive talent, provides real-time market insights on candidate availability and more.



Take-Off Tuesday

February 20 at 12:00 p.m. | [Register](#)

Join us for our Monthly Take-Off Tuesday session.

Check back for the session description and presenters' information.



Wellness Wednesday

Personify Health

February 11 at 12:00 p.m. | [Register](#)

Join Amy Silvers for an engaging Personify Health webinar series designed to help you get the most out of this powerful well-being platform!



Thrive Thursday

Understanding and Maintaining Confidentiality

February 26 | [Register](#)

In this session, attorneys from the Office of the General Counsel will explain what it means for a project to be confidential and provide guidance about how to maintain confidentiality.

HUB

January 2026 Building Creative Thinking from the Brain Up

COURSE OF THE MONTH

The World Economic Forum has identified creativity as an essential, in-demand skill, especially with the rise of AI. In this course, join neuroscientist Indre Viskontas as she outlines practical strategies and techniques to help you unlock your full creative potential.

Get started by understanding what creativity really means and how anyone can tap into their creative brain. Explore how to prepare your brain for creative thinking by engaging the brain's control network, default mode network, and salience network. Indre shows you how to rewire your brain networks with targeted practice, get in the mood for creative work, and overcome creative funks. Additionally, you will learn to identify what inhibits creative potential and use proven methods to boost inspiration and recognize aha moments.

Staff members who complete a learning course in the Digital Learning Marketplace will be entered to win a Vanderbilt swag box! Feel free to choose any Digital Learning Marketplace course that aligns with your professional goals. Winners will be emailed and announced at the Curious Bar on the last Wednesday of the month.

Steps to Enter:

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

Enroll Now!



Course

Building Creative Thinking from the Brain Up

May 2025

Learn how to become a more creative person by tapping into the innate creative potential of your brain.

Enroll



HEALTH, WELLBEING

PERSONIFY HEALTH

Updates and New Features

A new year brings a fresh start, and **Personify Health** is stepping into 2026 with exciting updates designed to better support your well-being.

With enhanced features and updated point opportunities, it's now easier (and more rewarding) to prioritize your health and wellness in the year ahead. You now have access to more tools, more personalized content, and more ways to earn rewards.



- **Instructor-led Workouts:** Through a new partnership with the popular fitness app FitOn, the Media Library now features on-demand fitness classes you can stream anytime, anywhere.
- **Nutrition Guide:** Eating healthier is simpler than ever! This new dashboard helps you personalize your approach to eating, whether you're aiming to be more of a meal planner or a more balanced eater.
- **Sleep Guide:** Healthy sleep habits set the foundation for overall well-being. This new dashboard helps you set a personalized sleep goal, explore ideas for your nightly routine, gain insights into your sleep patterns, and learn how to make healthier sleep choices.

Updated Point Levels and New Bonus Level 5

Starting January 1, 2026, Personify Health will introduce updated point levels to help you stay engaged and motivated throughout the year. These refreshed levels are designed to encourage steady participation and help you keep your wellbeing goals front and center.

- **Level 1:** 1,000 points
- **Level 2:** 5,000 points
- **Level 3:** 10,000 points
- **Level 4:** 15,000 points
- **Bonus Level 5:** 20,000 points

Complete Level 4 to unlock Bonus Level 5 and a chance at earning an extra \$50 reward! To qualify for the Bonus Level 5 drawing, members must: engage with the Personify Health platform each month of the quarter, and reach 20,000 points by quarter's end. **Three qualifying members will be randomly selected each quarter!**

WALKING & BELONGING

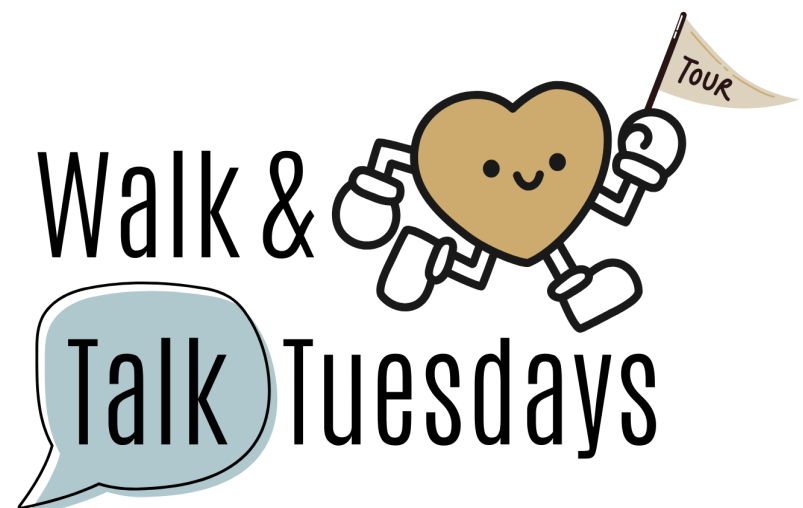
MOVING TOWARD BETTER HEALTH

Walk & Tour Tuesday

Tuesday, February 10

12:00 P.M. - 12:30 P.M.

Location: Central Library, 4th floor lobby



Please join us for the return of Tour Tuesday, now in collaboration with Walk & Talk Tuesdays! Held on the second Tuesday of each month, these guided walks invite Vanderbilt faculty, staff, and postdocs to connect with colleagues from across campus while exploring some of Vanderbilt's hidden treasures. Led by long-time Vanderbilt professor and grants manager Brandon Hulette, each tour features fascinating campus sites. Each tour will last approximately 30 minutes. [Join our Teams channel](#) to stay in the loop with weekly reminders and event updates!

Tour Details: Art, history, and interpretation come together in this special Art in the Library tour showcasing Philip Duer's Battle of Nashville alongside Interpretation Matters: Who Do You Think Mary Magdalene Is? — two powerful exhibits that invite reflection, conversation, and fresh perspectives.

Managing Low Moods and Depression: Tools and Support

Tuesday, February 10

1:00 P.M. - 2:00 P.M.

Feeling down is something everyone experiences occasionally. But if those feelings start to interfere with your daily life, they might be a sign of something more.

In this educational workshop, you'll learn everyday sadness and low moods, but you'll also learn about depression, and some of the differences between day-to-day slumps and a clinical diagnosis. You'll discover coping strategies and learn what professional mental health support looks like and how to access it. Questions? Contact Stacey Bonner at wellbeing@vanderbilt.edu.

Lyra

Register

TOTAL REWARDS

TAX SEASON IS ALMOST HERE

Start Preparing Today

Tax season is right around the corner, making now the ideal time to get organized and take advantage of resources that can help you file confidently and potentially save money.

Get a Head Start

Avoid the April rush by gathering your key documents early. Be sure to collect:

- W2 forms from ADP
- 1099s for any freelance or side income
- Receipts for deductible expenses
- Mortgage interest statements and property tax records
- Charitable donation receipts

Free IRS Filing Support

You may qualify for free tax preparation services:

- If your adjusted gross income (AGI) is \$89,000 or less, you can file at no cost using an IRS Free File partner.
- If you earn \$67,000 or less, the Volunteer Income Tax Assistance (VITA) program offers free, inperson tax preparation from trained volunteers. Find a nearby VITA site at irs.gov/vita.

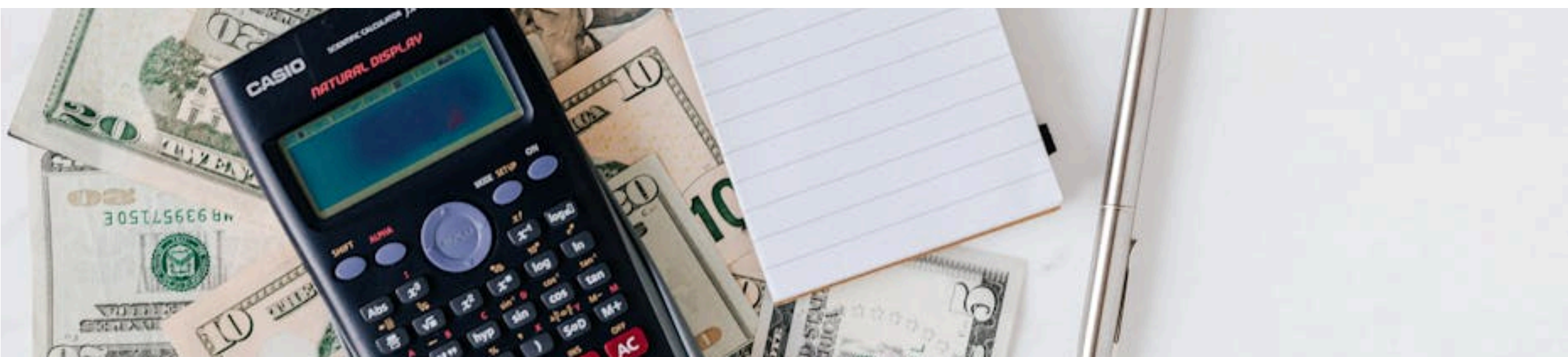
Exclusive Employee Discounts

Vanderbilt employees can access special savings on tax preparation tools this season:

- Fidelity offers 25% off TurboTax online filing services.
- Commodore Employee Perks provides 25% off TaxAct.

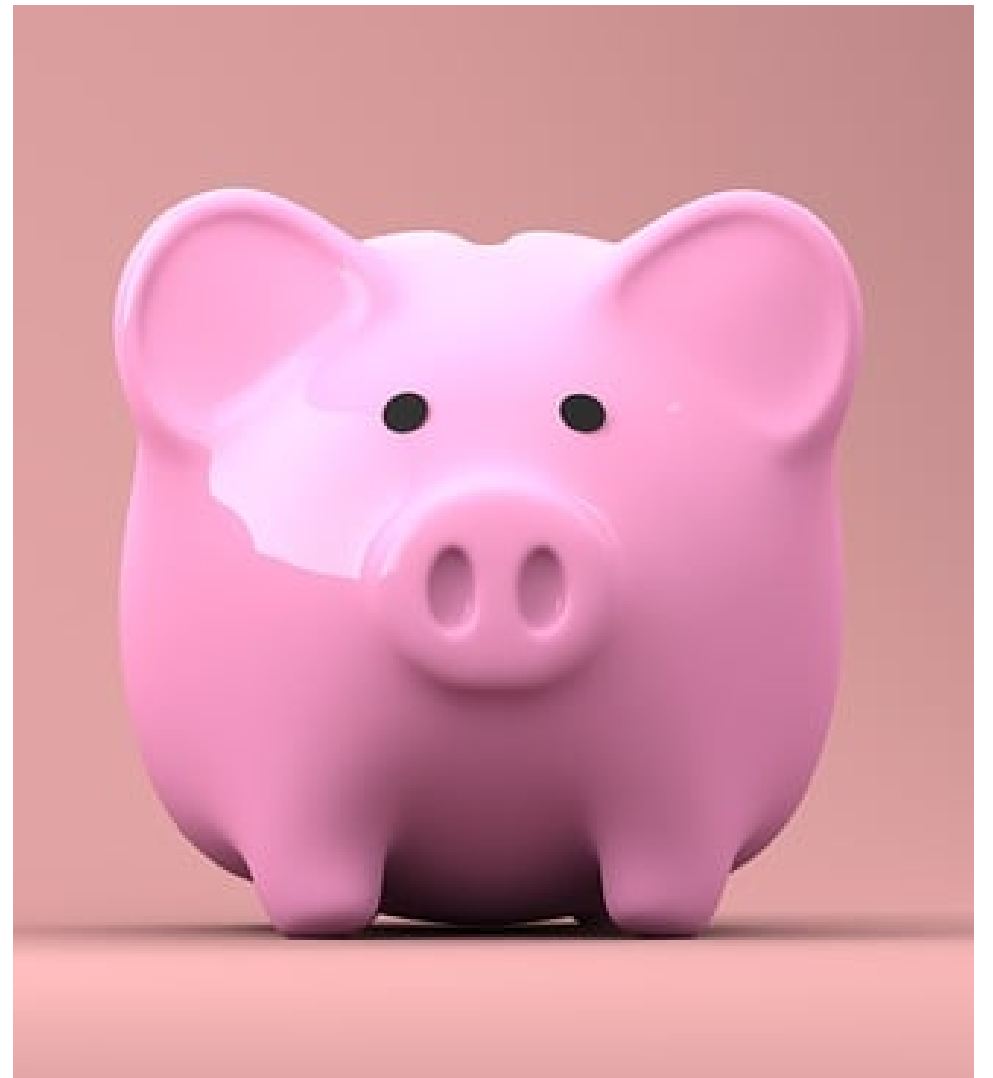
Need Help or More Information?

Visit our [Tax Resource site](#) for additional guidance and links to everything mentioned in this article. We also encourage you to reach out to your tax preparer or your tax service's customer support team for personalized assistance.



INCREASED RETIREMENT MATCH

Effective Jan 1, 2026, Vanderbilt will increase its voluntary matching contributions from 3% to 3.5%. This increase, coupled with the mandatory contribution match of 3%, moves the total match of retirement contributions from 6% to 6.5%. Vanderbilt is committed to helping its employees to prepare for the future, and this increase in the retirement match demonstrates that unwavering commitment.



How the match works

Full-time regular faculty and staff, and part-time regular staff are automatically enrolled in the Vanderbilt retirement plan with mandatory 3% contributions of pre-tax salary. You may elect a voluntary contribution for which Vanderbilt will match up to 3.5%. This match applies to pre-tax and Roth (after-tax) contributions. Here are some examples to demonstrate how the voluntary match works.

What you need to do

If you currently have a voluntary contribution rate of 3.5% or more, you do not need to take any action. The increased match will automatically be included in your future pay checks.

If you currently contribute less than 3.5%, you may want to consider increasing your contribution rate to take advantage of the full match from Vanderbilt. Instructions on how to make changes are below. If you choose to leave your contributions as they are now, you will still receive matching contributions of up to 3.5%.

How to make voluntary contribution changes

You may make changes to your retirement contributions at any time during the year. Once your contribution elections have been made, changes take effect in the next one to two payroll cycles. There are three ways to make changes:

- Option 1 – Call Fidelity's Retirement Service Center at 800-343-0860 and request to have your voluntary contributions in the Vanderbilt Retirement Plan changed.
- Option 2 – Complete through [Fidelity NetBenefits](#). This [step-by-step guide](#) can help you through the process.
- Option 3 – Complete through Fidelity NetBenefits mobile app.

TOTAL REWARDS

UPDATES

Hinge Health

Did you know that 1 in 2 adults in the U.S. experiences back, joint, or muscle pain?* Here's how you can be the one who doesn't.

Try Hinge Health, your virtual physical therapy solution. Get expert care and personalized programs to help you:

- Recover from injuries
- Relieve pelvic pain and discomfort
- Reduce everyday joint and muscle aches
- Improve balance, strength, and mobility

Cost to you: \$0. Your Hinge Health benefit is fully covered by Vanderbilt University.

Eligibility: Employees and dependents (18+) enrolled in an Aetna Choice or Select medical plan through Vanderbilt University.

Learn more and sign up: <https://www.hingehealth.com/for/vanderbilt/>

*Source: Bone and Joint Initiative, The Hidden Impact of Musculoskeletal Disorders on Americans, 2018.

Valenz Bluebook Rewards

Want to earn money just for taking care of your health? With Valenz Bluebook (formerly Healthcare Bluebook), you can earn up to \$1,500 for choosing high-quality care at a fair price!



Healthcare costs can vary by thousands - even within the same network. Bluebook helps you find top-quality providers at fair prices and rewards you for making smart choices.

How it works:

1. Log in: <https://healthcarebluebook.com/cc/VU>
2. Search: Find the medical service you need before your appointment. Look for the green reward symbol to see if your procedure qualifies.
3. Choose a Green facility: Select providers with a green rating for quality and cost. For inpatient procedures, choose a facility green in both categories to earn rewards.
4. Get rewarded: Complete your service at a green-rated facility within 12 months of your search. If eligible, you'll receive a prepaid debit card with your reward!

Questions? Visit <https://healthcarebluebook.com/cc/VU> or call 800-341-0504.



Commodore Employee Perks

Introducing Commodore Employee Perks, featuring exclusive discounts and benefits for Vanderbilt faculty, staff, and postdocs. Save on everyday essentials and life's big moments, including:

- Auto & Home Insurance
- Pet Health Insurance
- Discount Shopping
- Travel Deals

COMMODORE EMPLOYEE PERKS

Enroll anytime and start saving today! Vanderbilt partnered with Corestream to make these perks easy and convenient, with payroll deduction for select benefits like auto/home insurance, pet insurance, and legal plans.

Coming Soon:

Legal Services Enrollment – February 9–20, 2026

Coverage starts March 1, 2026. For \$19.60/month, you'll have access to a network of 23,000+ attorneys for help with divorce, child custody, immigration, insurance disputes, student loan debt, estate administration, and more.

Even if you don't enroll, you'll still have access to:

- **Legal Corner:** Online education center with legal news and resources
- Financial tools: Videos, webinars, budgeting resources
- Unlimited 30-minute consultations on covered legal matters

More details coming soon!

CHILD AND FAMILY CENTER

The Owls Kindergarten will be transitioning for the 2026–27 school year from VCFC administration at The Acorn School to the [Susan Gray School](#) under the direction of Katherine Newman to provide a permanent home for this outstanding program within the excellence of the Peabody College of education and human development.



The Acorn School deeply cherishes the years spent designing the Owls kindergarten program. Joy and play are powerful, research-based values to frame a developmentally effective practice. Teachers Nea McKeehan and Bryan O'Callahan's implementation of the whole child play pedagogy to meet academic content standards is a remarkable achievement. We celebrate the success of this pilot and look forward to the continuation of the Owls' story!

DAY IN THE LIFE OF VC SAVION

On January 13, Vice Chancellor Sydney Savion joined staff in Carmichael Cafe and the Vanderbilt Pub. An immersion is a structured opportunity for leaders to spend time with staff in their day-to-day work environments to listen, learn, and better understand their lived experiences. Vice Chancellor Savion is adamant about doing immersions regularly because they ensure strategies and decisions are grounded in staff perspectives and advance a culture of trust, community, and steady improvement.



LET'S CONNECT



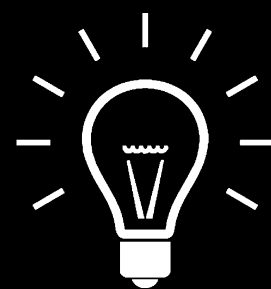
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