

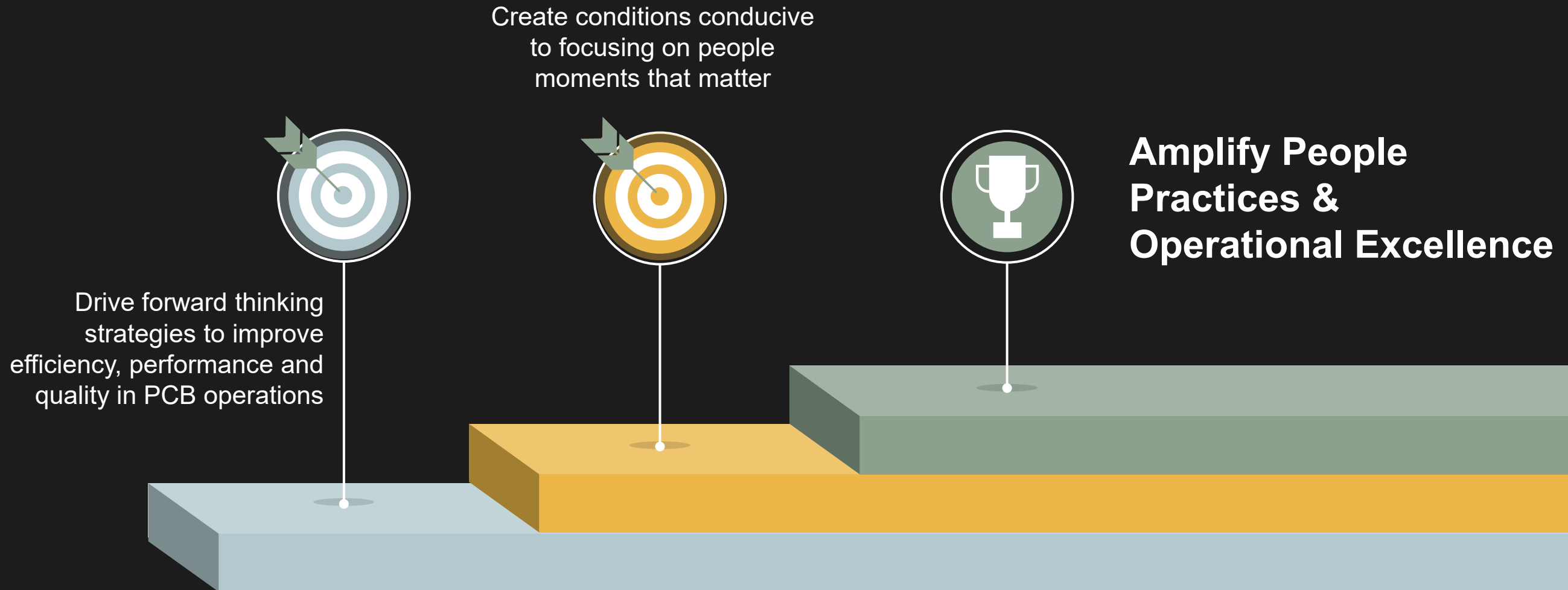


VANDERBILT UNIVERSITY  
People, Culture and Belonging










*It's our moment!*

**FY 2024**

*100-day short-strategy towards effectively embodying our beliefs and fueling our mission*











# Top Priorities

Dept	Owner	Priority	Impact	Status
PCB	Sydney Savion	Develop Comprehensive Communication Strategy Plan	VU Beliefs: Belonging, Collaboration & Growth Vision: Capability, Community & Credibility	
	Cleo Rucker	Initiate Division Industry Benchmarking	VU Beliefs: Collaboration Vision: Capacity & Community	
Human Resources	Tanya Brown	Create Multi-State Employer Guide	VU Beliefs: Belonging & Collaboration Vision: Capacity, Community & Credibility	
	Cleo Rucker	Refine Employee Classification & Hybrid/Remote Work Policies	VU Beliefs: Belonging & Collaboration Vision: Capacity, Capability & Community	
	Cleo Rucker	Enhance Employee Welcoming Experience	VU Beliefs: Belonging, Self Direction & Growth Vision: All 5 Cs	
	Catherine Wood	Engage Consultant to Initiate Job Architecture Assessment	VU Beliefs: Self Direction & Growth Vision: Capacity, Capability & Credibility	
	Catherine Wood	Benefits and Perks Refresh	VU Beliefs: Belonging Vision: Capability & Community	
	Catherine Wood	Implement PCB Staff Appreciation Framework	VU Beliefs: Belonging Vision: Community & Credibility	
Equal Access	Stephanie Roth	Initiate ADA Committee	VU Beliefs: Belonging, Collaboration & Growth Vision: Community & Credibility	

## Below the Line Priorities – Future Focus

- Analyze and Optimize Employee Experience Technology Infrastructure
- Assess and Improve PCB Processes
- Evaluate Policies
- Conduct Job Architecture with Clear Job Analysis & Evaluation
- Launch a Staff Learning Portal & Assess Development Resources and Programs

# Top Priorities Updates 3.18.24

Dept	Owner	Priority	Update	Status
PCB	Sydney Savion	Develop Comprehensive Communication Strategy Plan	<ul style="list-style-type: none"> <li>Currently developing with MarComms</li> </ul>	
	Cleo Rucker	Initiate Division Industry Benchmarking	<ul style="list-style-type: none"> <li>Several key meetings with Deloitte including a review meeting of the Statement of Work</li> </ul>	
Human Resources	Tanya Brown	Create Multi-State Employer Guide	<ul style="list-style-type: none"> <li>Held meetings with university Deans. The decision was made to move ahead with two version of State guidebook. Currently working on finalizing and incorporating VC edits on first version.</li> <li>In preparation for the socialization effort the next step is to create a presentation leveraging the Out of State slide deck ensuring communication is aligned with the Chancellor's vision.</li> </ul>	
	Cleo Rucker	Refine Employee Classification & Hybrid/Remote Work Policies	<ul style="list-style-type: none"> <li>Work on the scheduling of the Curious Bar is ongoing. Bar launch in Sarrat/Rand is scheduled for 4/1 launch.</li> <li>Draft FAQ's completed, however will be refined when policy with updates is received.</li> <li>Video is planned when updated policy is received</li> </ul>	
	Cleo Rucker	Enhance Employee Welcoming Experience	<ul style="list-style-type: none"> <li>Build out of the welcoming experience continues. Confirmed the onboarding and orientation experience change.</li> <li>Currently building out day-one content and collaborating on the Abroad aspect.</li> </ul>	
	Catherine Wood	Engage Consultant to Initiate Job Architecture Assessment	<ul style="list-style-type: none"> <li>Received proposal from Mercer.</li> </ul>	
	Catherine Wood	Benefits and Perks Refresh	<ul style="list-style-type: none"> <li>Marcomms in putting together a communication plan to share a wide range of benefits and perks currently available to employees.</li> <li>Mercer 2025 benefits relative to market and peer universities</li> </ul>	
	Catherine Wood	Implement PCB Staff Appreciation Framework	<ul style="list-style-type: none"> <li>Currently researching appreciation best practices.</li> <li>Consolidating and communicating current programs and tools used at the university.</li> </ul>	
Equal Access	Stephanie Roth	Initiate ADA Committee	<ul style="list-style-type: none"> <li>The committee was formed, and a charter was created. The committee held their first meeting on February 26th.</li> </ul>	