

# Top Achievements FY23

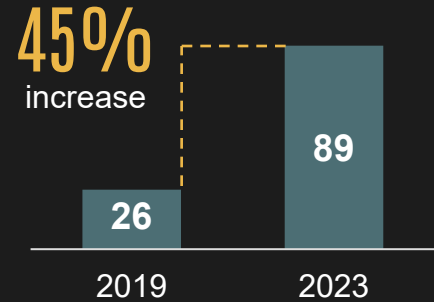


## Payroll

### UKG Implementation

**822** union employees weekly  
**3,222** students, staff and VTS employees biweekly  
**37** new timeclocks

### Nonimmigrant Visas



### Data Clean-up

**331** Records removed  
**x 19.50** Cost per record per month  
**\$6,455** Monthly savings

## Human Resources

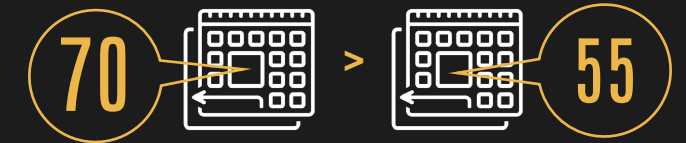
### Reduced Turnover

**3.1%** Overall Turnover  
**3.7%** Voluntary Turnover

### Facilitated Workshops

**20+** Teams & Depts

### Reduced Time to Fill



## Equal Access

### Increased Training

**1,657** **+208%**  
**52**

### Annual Report

Introduced infographic-style annual reports

### Team Build Out

**12** Full-time employees  
**5** Brand new positions

## Health and Wellness

### Lyra

**client satisfaction**

### PM Gender Diversity

direct and programmatic support for our gender diverse community

### Employee Critical Support Fund

Employees receive financial support for critical needs

## Skillbridge

### Established Program

**7** Service members  
**4** Full-time Employees

### Career Skills Program

Established as CSP with Fort Campbell

### Sharing Program

Provided guidance and information to outside organizations

# Top Achievements FY23

Dept	Achievement	Impact on VU's Mission
<b>Payroll and Employee Records</b>	Successful implementation of UKG Ready for timekeeping and scheduling	UKG enables automated compliance with out of state requirements for affected staff, a scheduling system option for departments, new and better timeclocks for staff required use them, and a more intuitive and mobile friendly timekeeping system for all non-exempt student workers and staff.
	Employee Immigration Services has managed through COVID and changes in immigration laws during multiple administrations to initiate more non-immigrant visa cases and immigrant visa cases than in the past 5 years.	We continue to not just recruit the best from around the world to contribute to and grow Vanderbilt's mission, but we also demonstrate we can support these individuals through their immigration process and welcome them to the university on the right foot.
	Data clean up project that led to proactive termination of 331 employee records for faculty, staff, students and affiliates who were no longer affiliated with Vanderbilt.	This project allowed for collaboration between the Employee Records team and departments across campus. Also, showed our willingness to administratively support IT efforts to reduce licenses and HR partners in helping them clean up their data.
<b>Human Resources</b>	Reduced overall turnover by 3.1% and voluntary turnover by 3.7% in two years.	Through enhancements in benefits, compensation and employee learning we continue to align the employee experience as an employer of choice focused on our beliefs.
	Reduced time-to-fill positions.	This aligns with our culture of improvement, reducing time-to-fill shows our commitment to effective recruiting and a more streamlined hiring process in an extremely competitive market.
	Facilitated 20+ team/department workshops for units across campus.	Aligns with the growth and development of both faculty leaders and staff members driving professional career growth on campus.
<b>Equal Access</b>	Title IX Office trained 1,657 people across 52 departments and organizations.	Increased training supports Vanderbilt's commitment to reducing incidents of sexual misconduct and creating a discrimination- and harassment-free campus.
	Introduced infographic-style annual reports for the Title IX and Equal Opportunity and Access offices.	The annual data reports provide transparency about the work the university is doing with community members who need support in accessing their educational and work opportunities and reflect Vanderbilt's commitment to assuring its values are upheld across the organization.
	Built out Equal Access teams, including backfill of vacancies and filling newly created positions.	High engagement affirms Vanderbilt's commitment to providing best in class service to its constituents at times of high need, while robust teams offer support and encouragement to individual members so each can contribute to a whole that is greater than the sum of its parts.
<b>SkillBridge</b>	Established a nationally recognized SkillBridge program approved by the Dept of Defense to source transitioning service members any branch of service worldwide	Vanderbilt University SkillBridge Fellowship program is yet another example of how the university demonstrates its commitment to the community. The SkillBridge program bodes another opportunity for the university to solidify its enduring partnership with the veteran and military community.
	Established the SkillBridge program as an approved Career Skills Program (CSP) with our Ft Campbell partners.	Enables the university to refine its commitment to our local military and veteran community by providing opportunities for veterans to transition seamlessly into open positions at VU.
	Enable other organizations to create a veteran transition program.	In sharing our passions and our willingness to be collaborative unselfish partners, Vanderbilt University further demonstrate our commitment to the betterment of society, as we encourage the success of other institutions, and our collective success in serving the military and veteran community.
<b>Health &amp; Wellbeing</b>	Expanding access to mental health services through the implementation of Lyra	Dramatically increased access to mental health services for employees and their families. The new program provides 12 visits for employees, spouses and children down to 2 years of age. Also provides access to a diverse panel of providers (ethnicity, backgrounds, languages) that supports the overall concept of belonging and wellbeing.
	Implementation (in partnership with Dean of Students) a Program Director for Gender Diversity	This is an innovative and unique role that takes a person-centered approach to supporting our transgender and non-binary community. The position and programing demonstrates VU's commitment to supporting our entire community. This type of person-centered approach supports the mental health and sense of belonging for individuals in our community who are identify as transgender and non-binary.
	Implementation of Employee Critical Support Fund	This program not only provides funding but also assists employees in accessing other community resources. This program shows that VU cares about the whole person.