

VANDERBILT UNIVERSITY

Administration Team - Who We Are

We are an organization providing...	We value a workplace where...	We value people who...	We aspire to be known as an organization that...
reliable services and support for the faculty, staff, students and trainees who make • Vanderbilt an institution of education, research and service excellence	staff are provided training and mentoring to • work effectively with others and to keep pace with rapidly changing environment	demonstrate candor, insight, adaptability • and thrive in a challenging work environment	people can trust, because we keep our promises
strategic planning, technical direction, and thoughtful advice •	people are promoted and rewarded based • on their skills and dedication to providing a high standard of service	are confident about their abilities and • optimistic about the outcomes of their efforts	flows as one interconnected unit, • continually enhancing knowledge and services in response to the University community
specific, measurable results consistent with our commitments •	people listen respectfully and are able to speak freely and candidly •	are committed to a strong work ethic and strive to excel •	attracts the best people who flourish in a stimulating environment •
clear and concise communications •	mistakes become learning opportunities •	focus on what can be done rather than what cannot be done •	has the highest standards of ethical conduct •
enthusiastic people who produce extraordinary results •	individuals know that they can truly make a difference •	treat each other with dignity and mutual respect •	communicates effectively within the division and beyond •
	both stability of services and innovative solutions are vital •	give credit where credit is due •	has leaders who embody the highest values of the organization •
	independent thinking is fostered and collaborative partnerships are the norm •	welcome diversity and value its ability to strengthen teams •	respects creativity in the quest for excellence and service •
	a healthy work-life balance is possible •	lead by example •	is inclusive, diverse and equitable •
	there is a rich and diverse population, and an appreciation of its value •	exhibit initiative and a thirst for knowledge •	recruits, retains, and promotes a diverse workforce •
	our success is measured by the success of the University •		dares to think the unthinkable and challenge the status quo •

