

## Work-Life Policies, Continued

### Modified Duties

[www.provost.vt.edu/faculty\\_affairs/faculty\\_work\\_life\\_policies.html](http://www.provost.vt.edu/faculty_affairs/faculty_work_life_policies.html)

Special family or personal health circumstances may substantially alter a faculty member's life for a period of time. Tenured or tenure-track faculty members may request a semester of modified duties at full pay to create a more flexible schedule to better manage family or personal issues. Central funds provide support for department accommodations.

### Part-Time Tenure-Track

[www.provost.vt.edu/faculty\\_affairs/faculty\\_work\\_life\\_policies.html](http://www.provost.vt.edu/faculty_affairs/faculty_work_life_policies.html)

This policy allows flexibility in the percent of employment so that faculty members can better manage the balance between professional work and family or personal obligations over either a defined period of time or permanently. Faculty with part-time appointments receive proportional pay.

### Family Leave

[www.hr.vt.edu/benefits/leave/faculty\\_glance/index.html](http://www.hr.vt.edu/benefits/leave/faculty_glance/index.html)

Virginia Tech offers two additional weeks of paid family leave for family-related emergencies such as serious illness or death.



This information is provided by *AdvanceVT*, an initiative created with support from the National Science Foundation to increase the representation and advancement of women in academic science and engineering careers by changing institutional culture and practices. Virginia Tech has now incorporated aspects of *AdvanceVT* across the institution to benefit all faculty members.

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## Work-Life Resources for Faculty



# Work-Life Resources for Faculty

Work-life balance means something different for each faculty member, but the overarching goal is to create a welcoming and supportive environment for all faculty members so they can succeed and are not required to make unacceptable choices between family and career. Retention of a talented faculty workforce is not just a matter of good start-up packages and opportunities for professional development, but also programs and policies that allow faculty members the flexibility to manage family and personal needs throughout their careers.

## Work-Life Programs

### Hokie Wellness

[www.hokiewellness.hr.vt.edu/](http://www.hokiewellness.hr.vt.edu/)

Virginia Tech's Hokie Wellness program serves faculty, staff, and students by providing resources that assist in the healthy integration of work and personal life.

### Elder Care

[www.humandevlopment.vt.edu/ads.html](http://www.humandevlopment.vt.edu/ads.html)

Virginia Tech's Adult Day Services (ADS) program offers a friendly and stimulating environment for adults unable to be alone during the day. ADS promotes physical and mental health to facilitate the highest level of functioning possible for their clients.

### Lactation Support

[www.hokiewellness.hr.vt.edu/Occupational/NursingMomsSupport.aspx](http://www.hokiewellness.hr.vt.edu/Occupational/NursingMomsSupport.aspx)

Nursing mothers can find lactation rooms in 15 different locations across campus and the Corporate Research Center.

### Child Care Partnership with Rainbow Riders

[www.hokiewellness.hr.vt.edu/HomeLife/ChildCareEducationFamilyServices.aspx](http://www.hokiewellness.hr.vt.edu/HomeLife/ChildCareEducationFamilyServices.aspx)

Virginia Tech has a partnership agreement with Rainbow Riders, a local child care provider, in which 60% of the spaces at Rainbow Riders' newest child care facility are guaranteed for children of Virginia Tech faculty, staff, and graduate students. Rainbow Riders provides care for children aged 6 weeks through 12 years.



### Child Development Center

[www.humandevlopment.vt.edu/cdcl/aboutus.html](http://www.humandevlopment.vt.edu/cdcl/aboutus.html)

Virginia Tech's Department of Human Development operates an on-campus child care facility, the Child Development Center for Learning & Research (CDCLR). This full-time, full-year program is designed for pre-school children aged 15 months to 5 years and is co-located with Adult Day Services.

### The Women's Center

[www.womenscenter.vt.edu](http://www.womenscenter.vt.edu)

The Women's Center at Virginia Tech provides a wide range of educational programming, advocacy, outreach, and counseling services designed to support women students, faculty, and staff. Examples of support services include a Working Moms Group and Listserv.

### YMCA at Virginia Tech

[www.vtymca.org](http://www.vtymca.org)

The YMCA provides a wide range of educational and recreational programs for families, students, and the community.

### Dual Career Assistance Program

<http://www.hr.vt.edu/employment/dualcareers/>

Successful faculty recruitment and retention often depend on suitable employment opportunities for a spouse or partner. To address these needs, Virginia Tech has established dual career hiring guidelines, hired a full-time dual career coordinator, offers referral services, and provides search exemptions and transition funds for partner appointments where there is a fit with a hiring department.

*"The availability of dual career hiring guidelines and the existence of the Dual Career Office at Virginia Tech made us feel more secure about accepting Virginia Tech as an employer for my husband. It is a good indication that Virginia Tech cares for the employees and their family, which is one of the most important factors to consider while looking for a new job."*

*- Dual Career Assistance Program participant*

## Work-Life Policies

### Stop the Clock

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An extension of the probationary period may be approved for extenuating circumstances such as a serious personal illness or illness of an immediate family member. A one-year extension is automatically granted to either parent (or both) for the birth or adoption of a child if a request is made within a year of the child's arrival.