

Introduction

Improving university work/life policies has been a major focus of *AdvanceVT* since Virginia Tech received an NSF ADVANCE Institutional Transformation grant in 2003. In order to continue to make progress in this area and improve job satisfaction for faculty across Virginia Tech, *AdvanceVT* tracks the utilization of university work/life policies by eligible faculty members on an annual basis.

AdvanceVT Work/Life Initiatives

Extension of the Tenure Clock

- An extension of the probationary period for tenure-track faculty may be approved for extenuating personal or professional circumstances.
- Beginning in 2006, requests from new parents, both male and female, are automatically granted if requests are made within a year of the birth or adoption of a child.

Modified Duties

- Created in 2006, modified duties enables tenured and tenure-track faculty to request a semester of modified duties at full pay.
- The Provost's Office provides funding to hire instructors to teach courses for faculty who are on modified duties.

Part-time Tenure-Track

- Adopted in 2007, the part-time tenure-track option offers faculty a 50% appointment with a 10-year probationary period.

Dual Career Program

- Created in 2005, components include dual career hiring guidelines for department heads, a dual career coordinator who provides referral assistance, and transition funds from the Provost's Office.

Child Care Partnership

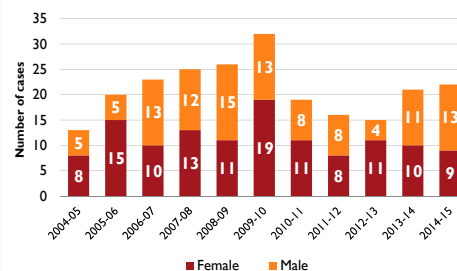
- With support from Virginia Tech, a new local child care facility opened in 2009 with 60% of slots reserved for Virginia Tech employees.



Extend the Tenure Clock

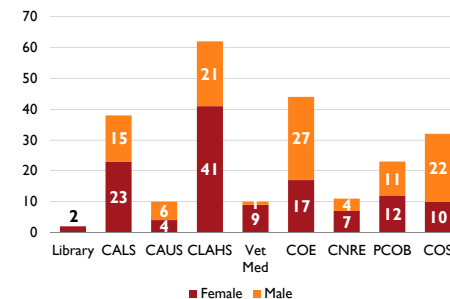
- Between 2004-05 and 2014-15, a total of 232 tenure clock extensions were granted for 107 female faculty and 98 male faculty (27 faculty members requested two separate tenure clock extensions during this time period).

Tenure Clock Extensions by Year
2004-05 to 2014-15



- The most common reasons for stopping the clock were the birth or adoption of a child (134 requests), personal issues such as a serious illness (53 requests), and professional issues such as lack of appropriate laboratory space (45 requests).

Tenure Clock Extensions by College
2004-02 to 2014-15



- The college with the most faculty tenure clock extensions was the College of Liberal Arts and Human Sciences (62), followed by the College of Engineering (44).

"[The stop-the-clock policy] was one of the reasons I chose VT because eventually I would like to start a family and knowing that I had the flexibility to do that made me feel that work/life was actually valued here."

— recent faculty hire

Modified Duties



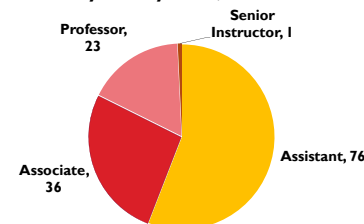
Megan Dolbin-MacNab, now an Associate Professor in Human Development, was the first faculty member to use the modified duties policy

"The new work/life policies at VT, such as modified duties, have been hugely instrumental in our getting our top candidates in recent years."

— faculty survey respondent

- During the first nine years of the modified duties policy (2006-07 through 2014-15), 136 requests for modified duties were granted involving 92 female faculty and 44 male faculty (19 faculty members utilized the modified duties policy more than once).
- Unlike the stop the clock policy, modified duties is not being utilized consistently across Virginia Tech's 8 academic colleges. Faculty in the College of Liberal Arts and Human Sciences (48 requests), the College of Engineering (44 requests), and the Pamplin College of Business (19 requests) account for 111 of the 136 requests.

Policy Use by Rank, 2006-2015



- The modified duties policy has been utilized by pre-tenure and tenured faculty members in all ranks. Approximately 56% of faculty requests have been made by assistant professors, 26% by associate professors, 17% by professors, and 1% by senior instructors.
- The most common reasons for requesting modified duties were child-related (94 requests), family health/other (21 requests), and personal health (21 requests).

Part-time Tenure-Track

- The university hired its first part-time tenure-track faculty member in 2011 with a 50% appointment and a 10-year probationary period, and now has 2 part-time tenure-track faculty.

Dual Career Program

- Between 2006-2007 and 2014-2015, a total of 705 faculty cases were referred to the dual career assistance program through the Human Resources/Provost Office's partnership. Approximately 86% of these cases were recruitment-related and 14% were related to the retention of existing faculty.
- A total of 99 new dual career faculty hires were facilitated by the Provost's Office between 2006-2007 and 2014-2015. The overall retention rate for these employees as of July 2015 was 85%.

"Without [the dual career assistance program] we would not have come. I think it's critical because lots of people have spouses that are also in research or in the same area, so they will only come if you hire both. So, if you have a program like that, it's really important to get people here."

— recent faculty hire

Child Care Partnership

- The expansion of a locally owned and operated child care facility in August 2009 with support from Virginia Tech and other partners has provided an additional 246 high-quality child care slots in the local area, with 60% of the spaces in the new facility reserved for Virginia Tech families.
- A total of 80 children have been enrolled at the new and existing facilities through the Virginia Tech agreement as of summer 2015.

Ongoing Work/Life Initiatives

- Continued education about policies for faculty and administrators
- Workshops for faculty on stress management, exercise, time management, guilt reduction
- Continued expansion of child care, especially for infants
- Listening to faculty needs
- Problem-solving and new policies for faculty
- Tracking utilization and success

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For more information: www.advance.vt.edu or email advancevt@vt.edu