

# Virginia Tech Work/Life Policies

September 2015

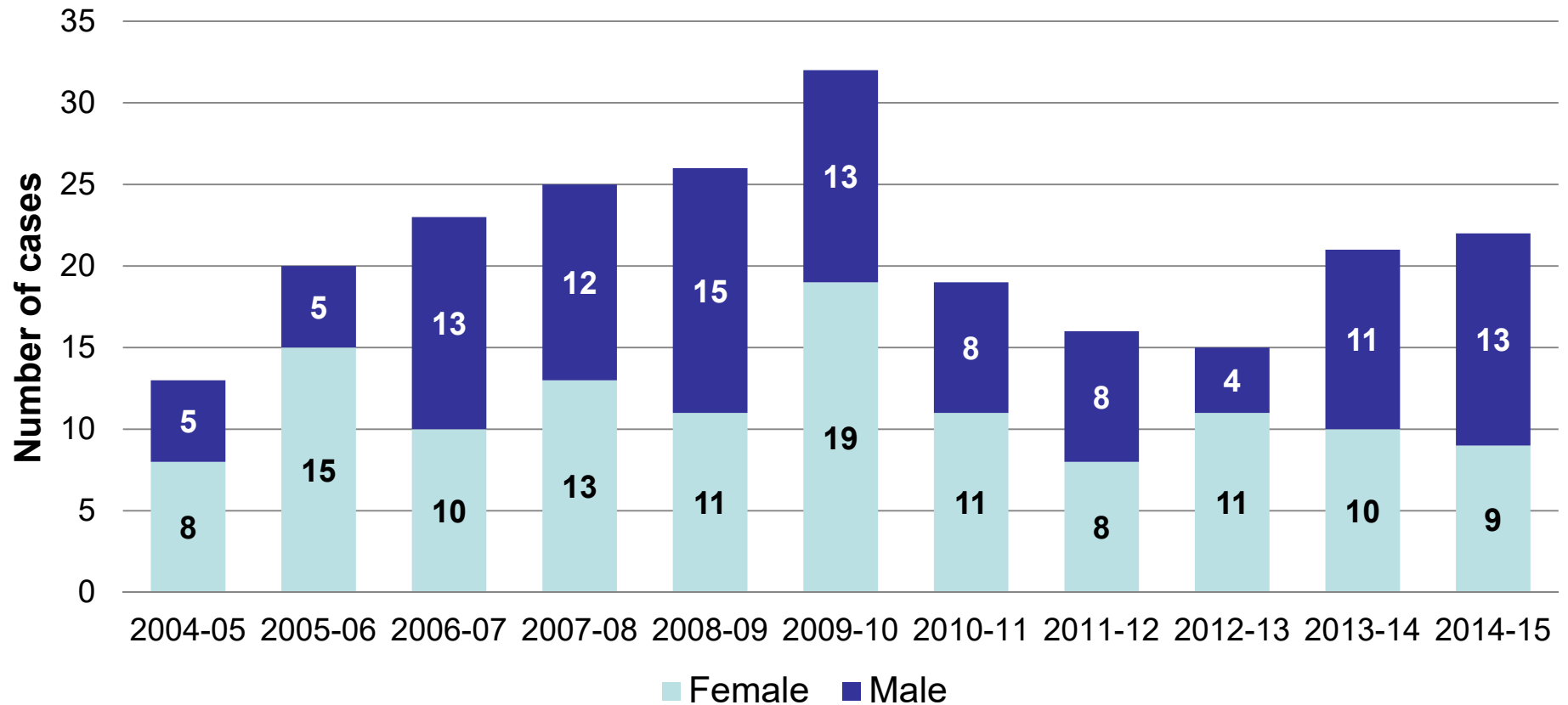
# AdvanceVT Work-Life Initiatives

- Tenure Clock Extension
  - Revised 2006
  - Automatic extension for new parents
- Modified Duties
  - Adopted 2006
  - One semester flexible assignment
- Dual Career Program
  - Office established fall 2005
  - Guidelines, assistance, bridge funding
- Child Care Partnership

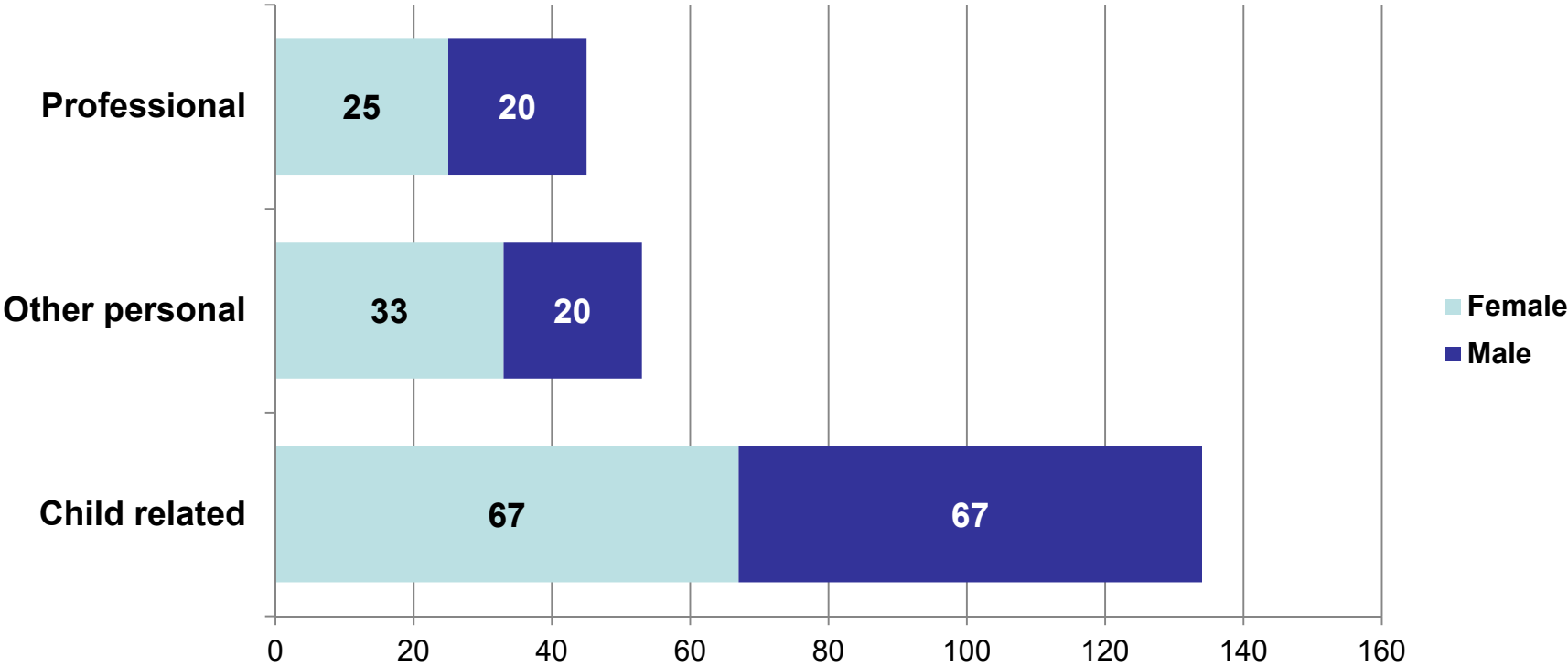


*Megan Dolbin-MacNab,  
Assistant Professor,  
Human Development, was  
the first to use the  
modified duties policy*

# Tenure Clock Extension



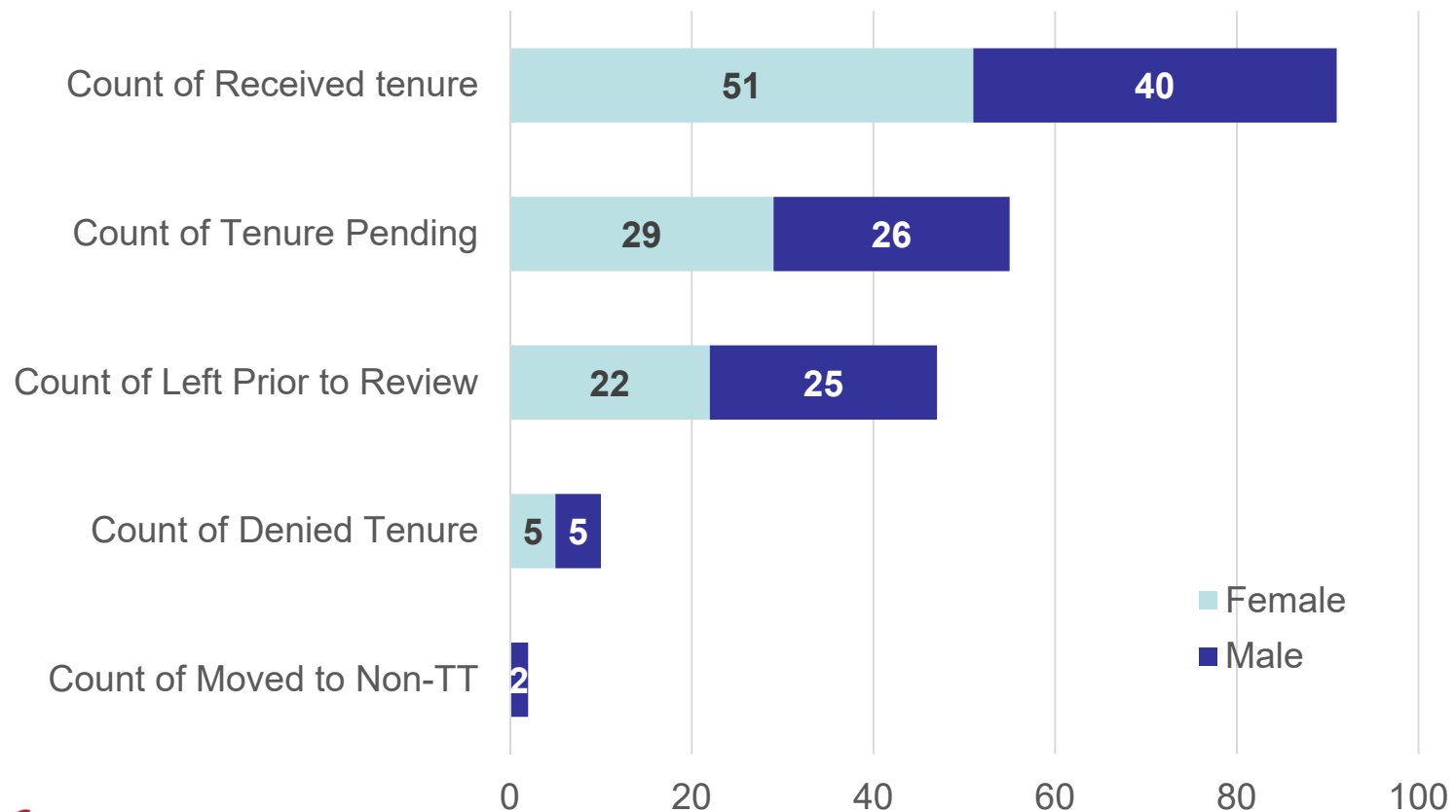
# Reasons for Tenure Clock Extension, 2004 - 2015



N=232 requests

# Tenure Clock Extension Career Outcomes

Extension requests from 2004-2015, N=205 individuals

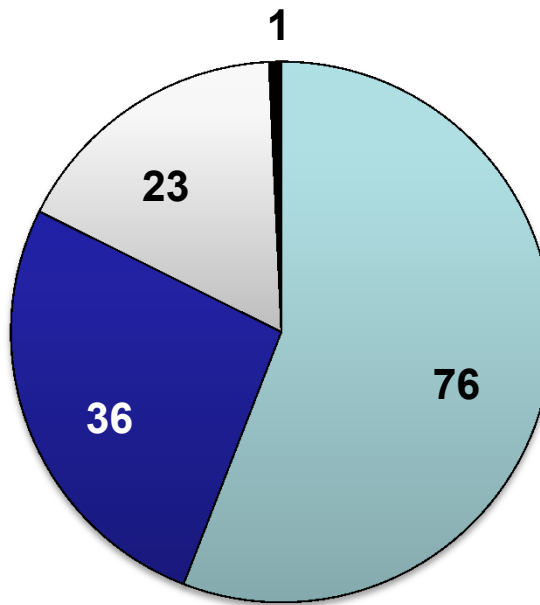


# Modified Duties

	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
Child-birth or adoption	4	11	5	8	9	11	9	18	19
Personal health	0	2	1	0	4	2	5	2	5
Other	0	5	0	2	0	3	1	3	7
<b>Total</b>	<b>4</b>	<b>18</b>	<b>6</b>	<b>10</b>	<b>13</b>	<b>16</b>	<b>15</b>	<b>23</b>	<b>31</b>

# Modified Duties

**Modified Duties Use by Rank  
2006-2015**



■ Assistant ■ Associate ■ Professor ■ Senior Instructor

# Dual Career Program

Faculty cases facilitated by the Provost's Office

N = 99

	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
New Dual Career Faculty Hires	7	10	6	8	3	18	27	9	11
Still at Virginia Tech in August 2015	7	8	3	6	3	15	24	7	11



# Dual Career Program

Cases through the Provost/HR Partnership

	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
Recruitment Cases	59	44	30	26	37	67	90	74	96	84
Retention Cases	7	21	9	13	4	5	3	17	7	12
<b>Total Cases/Year</b>	<b>66</b>	<b>65</b>	<b>39</b>	<b>39</b>	<b>41</b>	<b>72</b>	<b>93</b>	<b>91</b>	<b>103</b>	<b>96</b>

*“Without it, 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.”*

- New Faculty Member



# Child Care Partnership

Children placed with Rainbow Riders through Virginia Tech agreement  
(does not include College of Engineering contract)

Contract Year	Infant (0-1 ½ yrs)	Toddler (1 ½ - 3 yrs)	Preschool ( 3 yrs to school age)	School-age (before & after care, holidays, snow days, summer)	Totals
<b>2009-10 (Year 1)</b>	2	7	2	-	11
<b>2010-11</b>	2	4	2	1	9
<b>2011-12</b>	3	4	5	1	13
<b>2012-13</b>	6	4	4	1	15
<b>2013-14</b>	5	3	2	-	10
<b>2014-15</b>	4	13	5	-	22
<b>Totals</b>	22	35	20	3	80