

Other initiatives

Virginia Tech has a number of initiatives underway to address issues of work-life balance for faculty members. Policies and programs already in place include:

- A stop-the-tenure-clock provision for pre-tenure faculty members who have given birth or who have extraordinary family circumstances that have slowed their progress.
- Lactation facilities in a variety of campus locations.
- A model day care center with an enriched program for toddlers through pre-school.
- A day care facility for elderly adults with special needs.
- A Family Work/Life Resource Center, which provides referrals and information.

A variety of additional family-friendly initiatives are under consideration. Please see the following websites for information on existing and new work-life initiatives:

www.provost.vt.edu/Resources.html

www.advance.vt.edu/

www.worklife.vt.edu

www.vt.edu/diversity

www.hr.vt.edu



Virginia Tech Dual Career Assistance Program

Beverlyn Samuels, Coordinator
Department of Human Resources
Southgate Center
First Floor (0318)
Blacksburg, VA 24061
Fax: 540/231-2352
E-mail: bsamuels@vt.edu
540/231-7748

Virginia Tech does not discriminate against employees, students, or applicants for admission or employment on the basis of race, gender, disability, age, veteran status, national origin, religion, sexual orientation, or political affiliation. Anyone having questions concerning discrimination should contact the Office for Equal Opportunity.



DUAL CAREER ASSISTANCE PROGRAM

at **Virginia Tech**

Responding to the Needs of Dual Career Couples



VIRGINIA POLYTECHNIC INSTITUTE
AND STATE UNIVERSITY

Many prospective candidates for faculty positions at Virginia Tech have partners who are also seeking employment.

The Dual Career Assistance Program was created to respond to the employment challenges facing dual career couples.

The ability of a spouse or partner to find suitable employment is a crucial element in the recruiting process, and sometimes a determining factor in the couple's decision. Virginia Tech is committed to providing assistance to dual career couples so that both partners can make a successful transition.

Who is eligible for assistance through the Dual Career Assistance Program (DCAP)?

- A spouse/partner of a faculty candidate or administrator who is being recruited to Virginia Tech, or...
- A spouse/partner of a current faculty member who has been recently hired or is negotiating a retention package.
- The relocation has occurred within the last two years.
- The department head, dean, or vice president made the referral for services.

Even if you are not eligible for all services, we may still be able to help you with resource material about regional employers. Feel free to call us for more information.

What services are offered?

- Job search assistance for up to one year.
- Advice/critique of résumé, curriculum vitae, and cover letters.
- Introductory letter to area employers or hiring officials at Virginia Tech.
- Assistance with interview preparation and readiness.
- Networking assistance, including names and contact information of area hiring officials.

How does the program work?

- The department head or other administrator contacts the DCAP coordinator to make a referral and provide basic information about the status of the search or appointment.
- An initial consultation with the spouse or partner provides background on employment interests and needs. Depending on your location, this can be done in person, by phone, or by e-mail.
- A wide range of services and referrals are available and will be tailored to your needs.
- The coordinator will assist you in identifying local/regional employment opportunities and networking contacts. Your own job search efforts form a crucial and essential component of the program's success.
- Individuals and families relocating to Virginia Tech are encouraged to check the VT Family Work/Life Resources Center website (www.worklife.vt.edu) for community information.
- Please note that the dual career assistance program is provided as a resource to you. It does not create an entitlement to employment, nor does it guarantee job placement.