

CV

Faculty Affairs and Academic Leadership

CV

ACADEMIC LEADERS PROGRAM, AUGUST 16, 2019



"Our team serves to promote academic quality and advance the strategic goals of Virginia Tech by providing academic leadership, service, and effective management of university resources."

Dr. Cyril Clarke, Executive Vice President and Provost

- **Academic Colleges**
 - > Agriculture and Life Sciences
 - > Architecture and Urban Studies
 - > Business
 - > Engineering
 - > Liberal Arts and Human Sciences
 - > Natural Resources and Environment
 - > Science
 - > Veterinary Medicine
 - > Virginia Tech Carilion School of Medicine
- **Honors College**
- **University Libraries**
- **Moss Arts Center**
- **Academic Vice Presidents**
 - > Graduate Education
 - > Health Sciences and Technology
 - > Inclusion, Diversity, and Strategic Affairs
 - > Outreach and International Affairs
 - > National Capital Region
 - > Student Affairs
- **Vice Provosts**
 - > Academic Resource Management
 - > Enrollment Management
 - > Faculty Affairs
 - > Learning Systems Innovation and Effectiveness
 - > Undergraduate Academic Affairs

My History

- University of Kansas, Ph.D., Clinical Child Psychology, 1983
- Johns Hopkins University School of Medicine
 - Instructor, 1983-84; Assistant Professor, 1984-87
- Virginia Tech
 - Assistant Professor, 1987-92; Associate, 1992-98; Professor, 1998-
 - Chair of Psychology, 1996-2006
 - Associate Dean, College of Science, 2006-10
 - Associate Provost for Faculty Affairs, 2010-13
 - Vice Provost for Faculty Affairs, 2013-

Faculty Affairs Team

- Jack Finney
- Ellen Plummer
- Rachel Gabriele
- Peggy Layne
- Amy Hogan
- Sara Leftwich
- Barbara Lockee
- Anna LoMascolo
- Leah Taylor
- Cyndi Hutchison
- Leslie Sullivan
- Judy Taylor

Faculty Affairs



Ellen Plummer

Associate Vice Provost

Strategic Governance

- Policy Development Support
- Board of Visitors
- Faculty Handbook

School of Medicine

- Integration support
- Governance

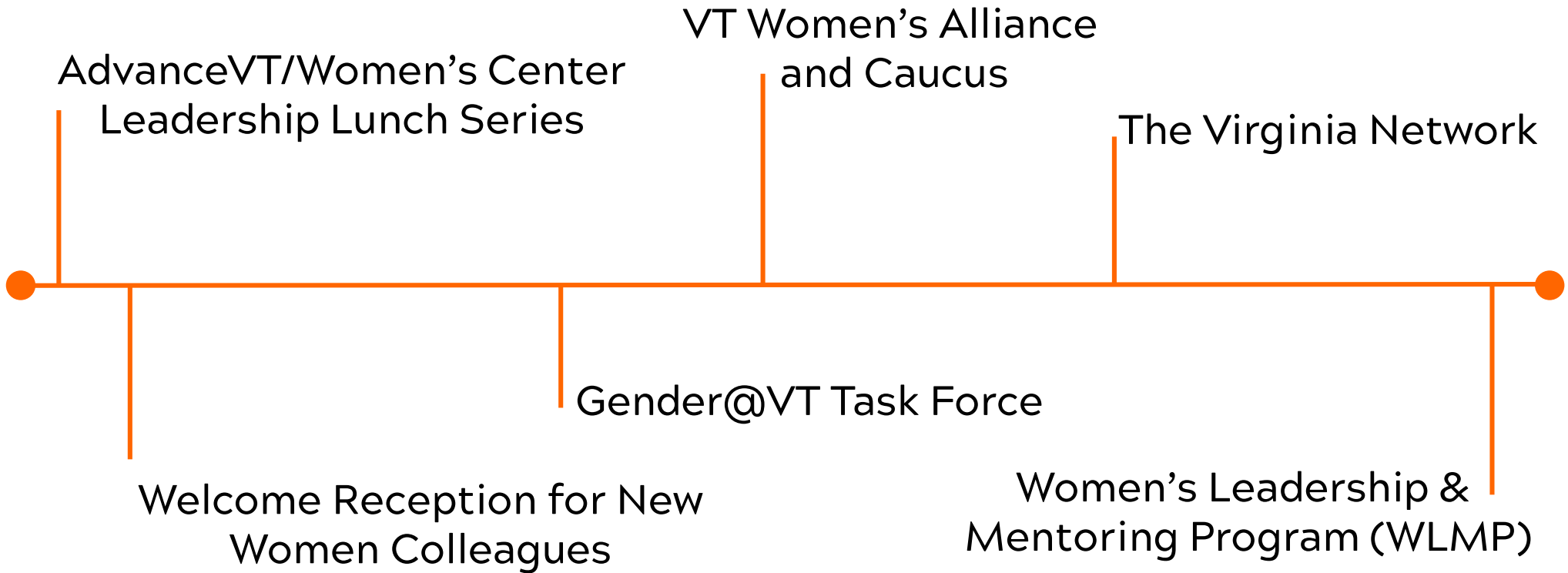
The Women's Center

Mentoring

- New Faculty Mentoring Grant (pre-tenure)
- Ad-hoc mentoring consultation/workshops

Anna LoMascolo

Co-Director, Women's Center



Rachel Gabriele

Assistant Provost

Recruitment and Retention

- Work-Life Liaisons
- New Faculty Socials
- Academic Analytics

Faculty Policies

- Endowed
- Emeritus
- Faculty Research Leaves
- Voluntary Transitional Retirement Program
- Paid Parental Leave

Mentoring

- New Faculty Mentoring Grant (pre-tenure)
- Faculty Writing Group Grant (post-tenure focus)
- Faculty Writing Retreats

Leah Taylor

Director of Human Resources

Recruitment of Faculty
and Staff

Personnel Changes
and Matters

Professional Development

Peggy Layne

Assistant Provost

Logged in as Peggy Layne LOG OUT

Home Menu

Welcome, Ms. Peggy Layne

Office of the Executive Vice President and Provost
malayne@vt.edu
ORCID: 0000-0001-5450-0180

Edit your profile

My Actions (3)

- There are 2 publications for you to claim or reject
- Record evidence of the impact of your work
- Continue your CALS 2017 annual review assessment



Work/Life Policy Utilization at Virginia Tech



Introduction

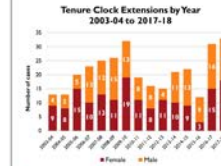
Improving university work/life policies has been a major focus of AdvanceVT since Virginia Tech received an NSF ADVANCE Institutional Transformation grant in 2003. In order to continue to make progress in this area and improve job satisfaction for faculty across Virginia Tech, AdvanceVT tracks the utilization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

AdvanceVT Work/Life Initiatives

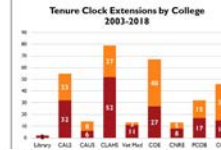
- Extension of the Tenure Clock**
 - An extension of the probationary period for tenure-track faculty may be approved for extenuating personal or professional circumstances.
 - Beginning in 2006, requests from new parents, both male and female, are automatically granted if requests are made within a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

Extension of the Tenure Clock

Between 2004-05 and 2017-18, a total of 321 tenure clock extensions were granted for 143 female faculty and 137 male faculty (36 faculty members requested two separate tenure clock extensions during this time period).



The most common reasons for stopping the clock were the birth or adoption of a child (196 requests), personal issues such as a serious illness (85 requests), and professional issues such as lack of appropriate laboratory space (57 requests).



Modified Duties

Megan Dublin-MasNeh, 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."

- During the first eleven years of the modified duties policy (2006-07 through 2017-18), 200 requests for modified duties were granted involving 99 female faculty and 67 male faculty (34 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 (62 requests), the College of Engineering (65 requests), and the Pamplin College of Business (26 requests) account for 153 of the 200 requests.

The modified duties policy has been utilized by pre-tenure and tenured faculty members in all ranks. Approximately 59% of faculty requests have been made by assistant professors, 25% by associate professors, 15% by professors, and 1% by instructors.



- The most common reasons for requesting modified duties were child-related (138 requests), family health/other (30 requests), and personal health (32 requests).

Part-time Tenure-Track

The university hired its first part-time tenure-track faculty member in 2011 with a 50% appointment and 10-year probationary period. Currently no tenure-track faculty are part-time.

Dual Career Program

Between 2006-2007 and 2017-2018, a total of 992 faculty cases were referred to the dual career assistance program through the Human Resources/Provost Office's partnership. Approximately 87% of these cases were recruitment-related and 13% were related to the retention of existing faculty.

"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 248 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 122 children have been enrolled at the new and existing facilities through the Virginia Tech agreement as of summer 2018.

Ongoing Work/Life Initiatives

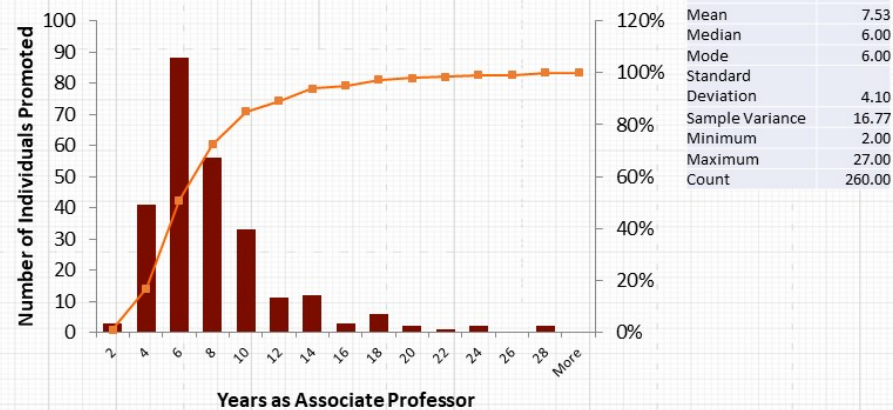
- Tracking utilization and success
- Continued education about policies for faculty and administrators
- Workshops for faculty on stress management, exercise, time management, guilt reduction
- Additional expansion of child care, especially for infants
- Listening to faculty needs
- Problem-solving and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

Acknowledgments

AdvanceVT was initiated with support from the National Science Foundation (Grant #0304491). Any opinions, findings, conclusions or recommendations expressed are those of the authors and do not necessarily reflect the views of the National Science Foundation.

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

Promotions to Professor since 2000 (Individuals with 2 promotions at Virginia Tech)



Years as Associate	
Mean	7.53
Median	6.00
Mode	6.00
Standard Deviation	4.10
Sample Variance	16.77
Minimum	2.00
Maximum	27.00
Count	260.00

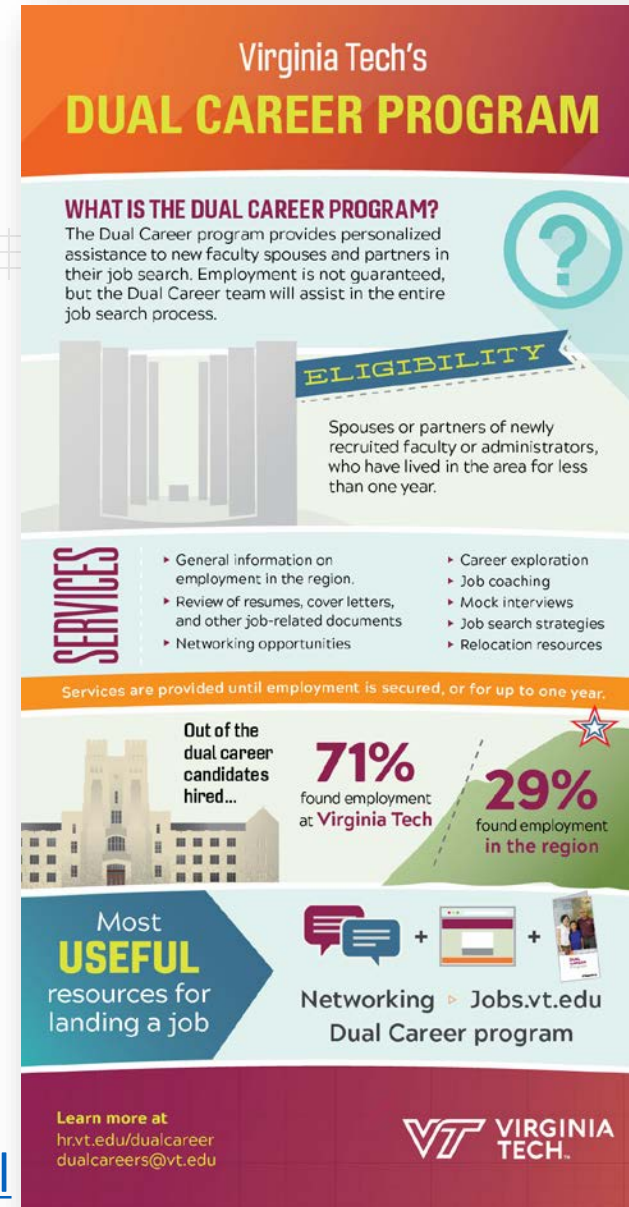


Sara Leftwich

Manager, Dual Career and Special Projects

- Not just for dual career faculty positions but also staff and community jobs
- ~100 candidates per year
- Assistance at other campuses (NCR, Roanoke)
- Moving & relocation website

<https://www.hr.vt.edu/jobs/dual-career.html>



The infographic is titled "Virginia Tech's DUAL CAREER PROGRAM" and is divided into several sections. At the top, it asks "WHAT IS THE DUAL CAREER PROGRAM?" and explains that it provides personalized assistance to new faculty spouses and partners. A section titled "ELIGIBILITY" states that the program is for spouses or partners of newly recruited faculty or administrators who have lived in the area for less than one year. A "SERVICES" section lists various support options. A statistics section shows that 71% of candidates found employment at Virginia Tech and 29% found employment in the region. A "Most USEFUL resources for landing a job" section highlights Networking and Jobs.vt.edu. The bottom of the infographic includes contact information and the Virginia Tech logo.

Virginia Tech's DUAL CAREER PROGRAM

WHAT IS THE DUAL CAREER PROGRAM?
The Dual Career program provides personalized assistance to new faculty spouses and partners in their job search. Employment is not guaranteed, but the Dual Career team will assist in the entire job search process.

ELIGIBILITY
Spouses or partners of newly recruited faculty or administrators, who have lived in the area for less than one year.

SERVICES

- ▶ General information on employment in the region.
- ▶ Career exploration
- ▶ Review of resumes, cover letters, and other job-related documents
- ▶ Job coaching
- ▶ Networking opportunities
- ▶ Mock interviews
- ▶ Job search strategies
- ▶ Relocation resources

Services are provided until employment is secured, or for up to one year.

Out of the dual career candidates hired...
71% found employment at Virginia Tech
29% found employment in the region

Most USEFUL resources for landing a job
Networking ▶ Jobs.vt.edu
Dual Career program

Learn more at
[hr.vt.edu/dualcareer](https://www.hr.vt.edu/dualcareer)
dualcareers@vt.edu

VT VIRGINIA TECH.

Amy Hogan
Assistant Provost

Academic Leader Development

- Academic Leaders Program
- Leaders Lab
- ACC Academic Leaders Network
- Coaching

Senior Leader Support

- Recruitment
- Two-Year Checkpoint
- Periodic Review

Faculty Recognition

- Academies of Faculty Leadership and Service
- Alumni and University Distinguished Professors
- External Faculty Awards

“Other Duties As
Assigned”

Center for Excellence in Teaching and Learning

Kim Filer and Danielle Lusk

Services	Programs
Instructional Consultations	Principles of Effective Teaching Certificate Program
Teaching Observations	Faculty Learning Communities
Mid-Semester & End of Semester Feedback	Conference on Higher Education Pedagogy
SoTL Consultations (and Writing Retreat)	Instructional Grants and Awards
Program/Departmental Consultations	Book Clubs
Teaching Philosophy Support	Workshops

We've moved! 3080 Torgersen Hall

Jack Finney

Vice Provost

RECRUITMENT

- Faculty Hiring Plans
- Diversity
- Faculty Start-Up
- Dual Career Program
- Senior Administrator Searches
- Work-Life Liaisons

RETENTION

- Faculty Compensation
- Research Leaves
- Modifying Teaching/Research Responsibilities
- Workshops for Promotion and Tenure and Promotion to Professor

LEADERSHIP DEVELOPMENT

- Department Heads Council and Exec Committee

FACULTY POLICIES & PRACTICES

- University Governance
- Promotion & Tenure
- Investigations, discipline, and grievances
- COACHE and HR Climate Surveys
- Work Life policies and initiatives