



New Faculty Welcome

August 2018



HUMAN RESOURCES
VIRGINIA TECH

Agenda

Introductions

Martin Daniel, Associate Vice President for Human Resources

Welcome and networking opportunities

Marcia Elliott, Project Director

Hokie Wellness

Ana Agud, Wellness Program Coordinator

Professional Development

John D Massey Jr, Director Professional Development

A/P Governance

Janice E Austin, Assistant Dean and Director of Graduate Admissions

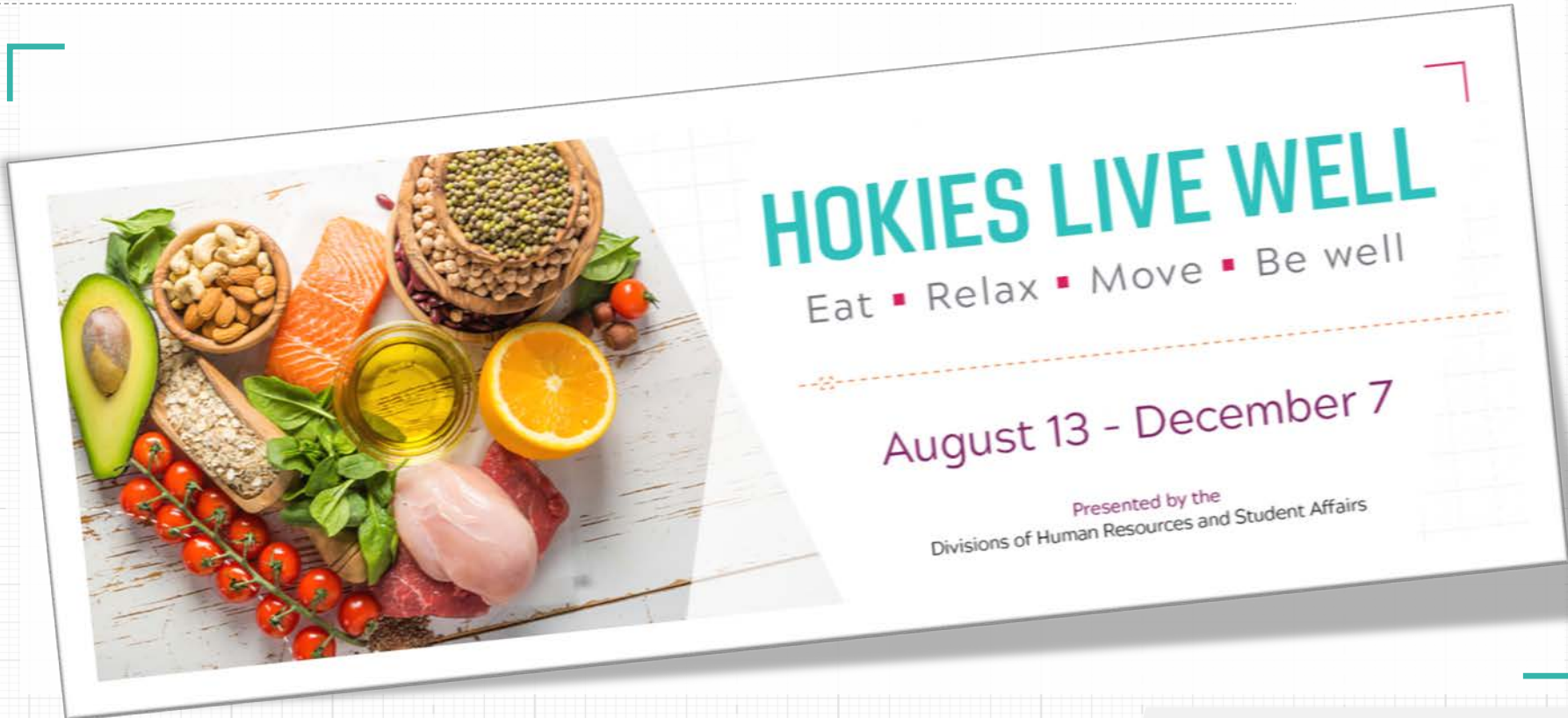
Meet your colleagues

Name

Title and Area

Response to:

1. From a personal perspective what was one highlight of your summer?
2. What makes you excited to call VT home?
3. Since your arrival at VT what has been the best connection you have made?
4. Based on your arrival to present, what is the most rewarding/helpful on-boarding practice or activity that you were involved or invited to that helped you success thus far in your role?



HOKIES LIVE WELL

Eat ■ Relax ■ Move ■ Be well

August 13 - December 7

Presented by the
Divisions of Human Resources and Student Affairs



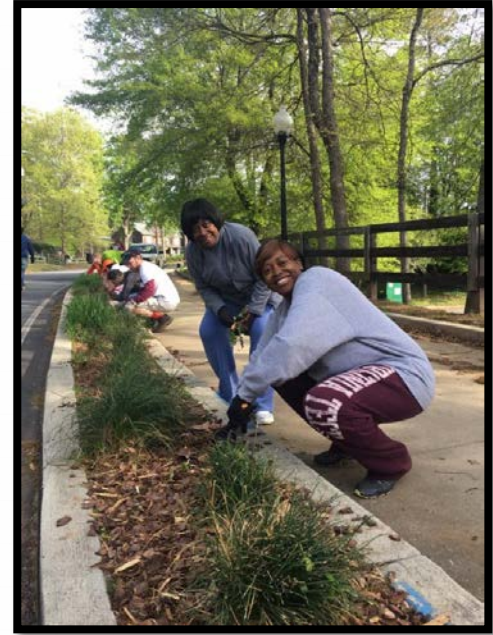
Walking Wednesday



Flexible Work Options

Employees in **65** Virginia Tech departments are utilizing flexible work options.

Student List





Why Hokie Wellness?

90%





Wellness Champions



HR Professional Development services

- Executive Development
- Succession Planning
- Professional Development
- Consulting services
 - *Survey Design and Administration*
 - *Focus Groups*
 - *Strategic Planning*
 - *Process Improvement*



Diversity Development

Enhancing university-wide diversity and inclusion efforts that contribute to the core mission of Virginia Tech

Promoting excellence through inclusion

Diversity Ally, Advocate, and Ambassador certificates

Customized programs

Networked Learning initiatives

- Enabling the integration of new technologies into teaching and research by providing training, support, and resources to faculty
- Broad range of development opportunities
- Faculty, staff, and graduate students
- Academic year short courses and comprehensive summer workshops

<https://nli.tlos.vt.edu>



Online tutorials and training:

- Free to VT faculty, staff, and students
- Access 24/7
- iPhone, iPad, Android, or mobile phone accessibility
- Complete all or portions as needed
- Bookmark favorites/most used



Safari Books Online

- On-demand digital library
- Over 9,800 technology, digital media and business books and videos online offered online

<https://gateway.edtech.vt.edu/gateway/main.jsf>





Additional resources

Foreign language conversation courses

www.lci.vt.edu/faculty-staff/foreign-language-classes

- ✓ Free* to VT faculty and staff
- ✓ Chinese, French, Spanish, German

**Course books must be purchased separately by participants*

Lifelong Learning Institute at Virginia

<http://www.cpe.vt.edu>

- ✓ “Learning for the love of learning”
- ✓ Designed for people 50 and over
- ✓ Membership required (\$35/\$60)

Additional resources

- Human Resources
- Office of Emergency Management
- Office of the Vice President of Research
- Environmental Health and Safety Services
- Laboratory Employee Professional Development Network
- VT Continuing and Professional Education
- University Libraries
- Controller's Office
- Women's Center
- Commonwealth of Virginia Knowledge Center (COVKC)



Still more ideas/resources

- Mentors
- Career coaches
- Public Library
- Professional associations
- Volunteer opportunities
- Virginia Tech (*Tuition waivers and reimbursement options*)
- New River Community College



“Personal and professional development is not a spectator sport.”



- John D. Massey, Jr.
Virginia Tech
Director of Professional Development

Principles of Shared Governance System

- Representation
- Involvement
- Communication

<http://www.governance.vt.edu/>

Commission on Administrative/Professional Faculty Affairs (CAPFA)

- Study, formulate and recommend policies and procedures affecting the employment and working conditions for A/P faculty
- Opportunity for A/P faculty to have a voice
- Nine elected representatives serving 3 year terms; elections in May
- <http://www.governance.vt.edu/administrative-and-professional-faculty.php>