



New Faculty Welcome

August 2019



HUMAN RESOURCES
VIRGINIA TECH.

Agenda

Introductions

Martin Daniel, Associate Vice President for Human Resources

Hokie Wellness

Amy Epperley, Director Hokie Wellness

Professional Development

Marsha McKay, Director talent Development

A/P Governance

Gregory Fansler, Senior Associate Director of Alumni Relations

Social Well-Being

Name

Title and Area

Response to:

1. What was one highlight of your summer?
2. When was the last time you did something for the first time?
What was it?
3. What are you doing when you are at your very best?

Well-Being



Talent Development Programs

- Fast Track for New Supervisors
- Manager's Academy
- Executive Development Institute
- Career Paths
- Leadership Initiatives for Faculty
- “Just in Time” Online Learning
[LinkedIn Learning.com](https://www.linkedin.com/learning/)



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)

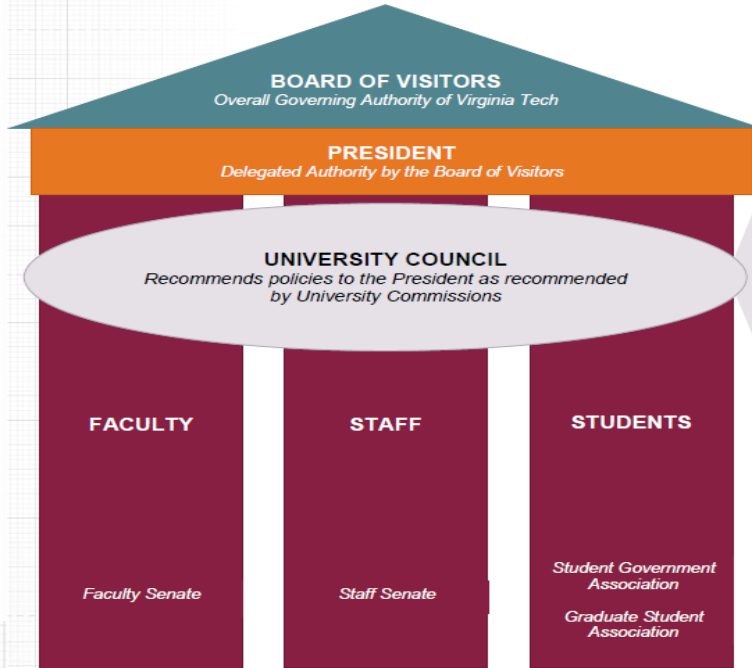
Still more ideas/resources

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



VT Governance Structure

University Council



Membership

Ex Officio

President*
Secretary of University Council*
All Vice Presidents and Deans
Assistant Vice President of Equity and Accessibility
All Commission Chairs
Representatives to the Board of Visitors*

Elected

One faculty member from each college
Representatives from Faculty Senate, Staff Senate, Student Government Association, & Graduate Student Assembly
One faculty/staff representative and one student representative elected annually by the Commission on Equal Opportunity and Diversity

*non-voting

Parliamentary Authority – **Robert's Rules of Order**

University Commissions

COMMISSIONS

Commission on Administrative
and Professional Faculty
Affairs

Commission on Equal
Opportunity and Diversity

Commission on Faculty Affairs

Commission on Graduate
Studies and Policies

Commission on Outreach and
International Affairs

Commission on Research

Commission on Staff Policies
and Affairs

Commission on Student
Affairs

Commission on
Undergraduate Studies and
Policies

Commission on University
Support

University Committees

COMMITTEES

Academic Support Committee

Athletics Committee

Campus Development
Committee

Commencement Committee

Employee Benefits
Committee

Energy and Sustainability
Committee

Faculty Honorifics Committee

Graduate Curriculum
Committee

Honor Council

Information Technology
Services and Systems
Committee

Intellectual Property
Committee

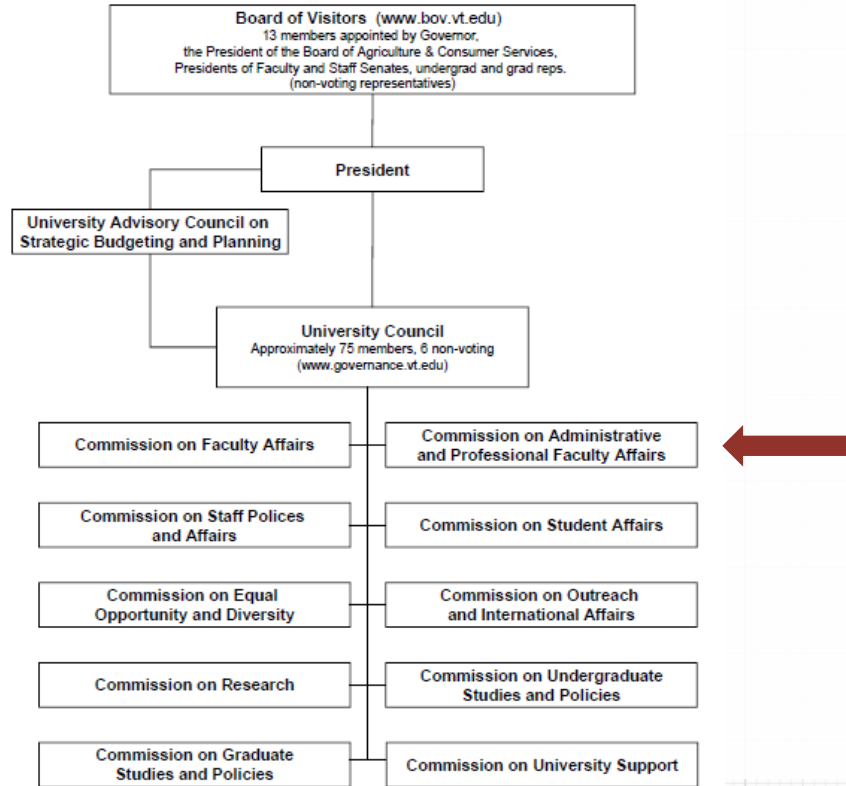
Library Committee

Transportation and Parking
Committee

Undergraduate Curriculum
Committee

University Curriculum
Committee for General
Education

Governance



Refer to University Constitution & By-Laws for governance composition.

There are fifteen standing committees that report to a least one commission.

Commission on Administrative Professional Faculty Affairs

Charge of CAPFA

To **study**, **formulate**, and **recommend** to University Council policies and procedures affecting the employment and working conditions of administrative and professional (A/P) faculty.

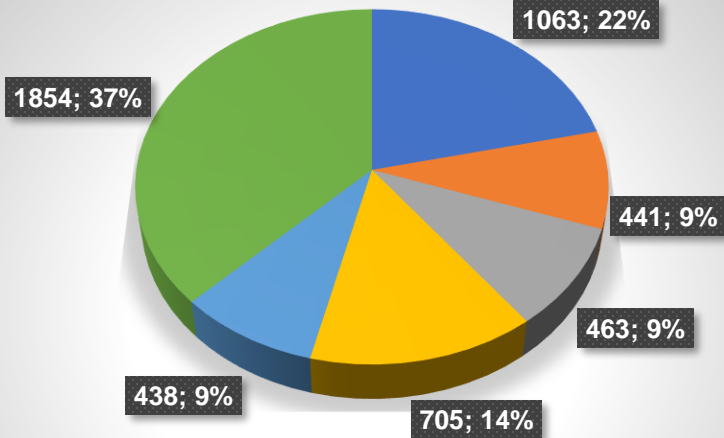
Areas for consideration include: morale of administrative and professional faculty; procedures for appointing, evaluating, disciplining, recognizing, and promoting administrative and professional faculty; benefits, educational and personal leave, and extra-university professional activity; and matters of equity and diversity that affect the university's professional environment. The Commission is also responsible for reviewing grievances advanced to the level of the Executive Vice President and Provost or the Associate Vice President for Administration and to advise them prior to action.

Why get involved?

- Opportunity for A/P faculty to have a voice
- Nine elected representatives serving 3 year terms; elections in May
- Representation – nominate A/P faculty to certain Committees
- Involvement – leave comparison; A/P Faculty Senate analysis
- Communication – A/P Faculty Listserv
- <http://www.governance.vt.edu/administrative-and-professional-faculty.php>

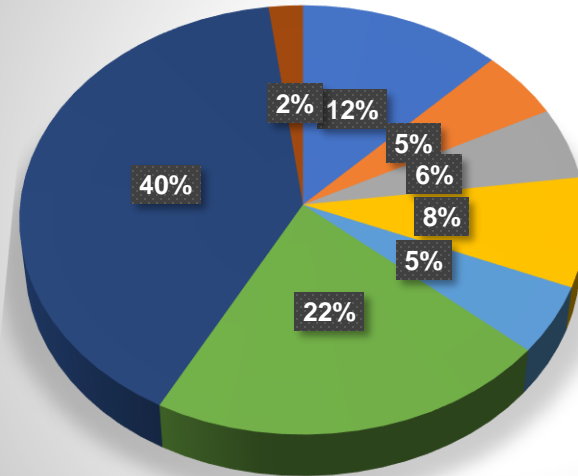
Employment Class at Virginia Tech

Total Faculty – 4,964



- Tenured Instructional Faculty
- Tenure-Track Instructional Faculty
- Non-Tenure-Track Instructional Faculty
- Research Faculty
- P-14 Faculty, 9A-9B only
- Administrative/Professional Faculty

Employment Classes – 8,576



- Tenured Instructional Faculty
- Tenure-Track Instructional Faculty
- Non-Tenure-Track Instructional Faculty
- Research Faculty
- P-14 Faculty, 9A-9B only
- Administrative/Professional Faculty
- Classified Professionals, Staff
- VT-Carilion School of Medicine Faculty Appointments