New Faculty Welcome

August 2019
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*
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
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**

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

*Course books must be purchased separately by participants

**Lifelong Learning Institute at Virginia**

- [ ] “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

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University 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

Board of Visitors (www.bov.vt.edu)
13 members appointed by Governor,
the President of the Board of Agriculture & Consumer Services,
Presidents of Faculty and Staff Senates, undergrad and grad reps,
(non-voting representatives)

President

University Advisory Council on
Strategic Budgeting and Planning

University Council
Approximately 76 members, 6 non-voting
(www.governance.vt.edu)

Commission on Faculty Affairs
Commission on Administrative and Professional Faculty Affairs

Commission on Staff Policies and Affairs
Commission on Student Affairs

Commission on Equal Opportunity and Diversity
Commission on Outreach and International Affairs

Commission on Research
Commission on Undergraduate Studies and Policies

Commission on Graduate Studies and Policies
Commission on University Support

Refer to University Constitution & By-Laws for governance composition.
There are fifteen standing committees that report to at least one commission.
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

Employment Class at Virginia Tech

**Total Faculty – 4,964**

- Tenured Instructional Faculty: 1063; 22%
- Tenure-Track Instructional Faculty: 441; 9%
- Non-Tenure-Track Instructional Faculty: 463; 9%
- Research Faculty: 705; 14%
- P-14 Faculty, 9A-9B only: 1854; 37%
- Administrative/Professional Faculty: 438; 9%
- Classified Professionals, Staff: 580; 12%
- VT-Carilion School of Medicine Faculty Appointments: 8,576

**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