



Work-Life Policies and Programs at Virginia Tech

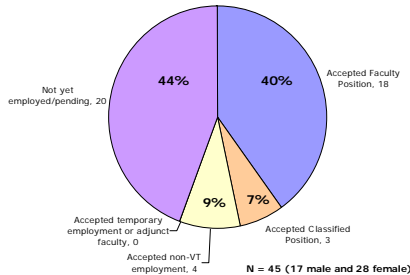
Work-life balance means something different for each faculty member, but the overarching goal is to create a welcoming and supportive environment for all faculty members so they can succeed and are not required to make unacceptable choices between family and career. Retention of a talented faculty workforce is not just a matter of good start-up packages and opportunities for professional development, but also policies that allow faculty members the flexibility to manage family and personal needs throughout their careers.

Support for Spouses & Partners

Dual Career Assistance Program

Successful faculty recruitment and retention often depend on suitable employment opportunities for the spouse or partner. To address these needs, Virginia Tech established dual career hiring guidelines, hired a full-time coordinator, offers referral services, publicizes its support for dual career couples, and provides search exemptions and transition funds for partner appointments where there is a fit with a hiring department.

EMPLOYMENT OUTCOMES FOR DUAL CAREER HIRES
2005-06 CASES WHERE PRIMARY HIRE ACCEPTED OFFER
OR IS CURRENTLY EMPLOYED AT VT



"The availability of dual career hiring guidelines and the existence of the Dual Career Office at Virginia Tech made us feel more secure about accepting Virginia Tech as an employer for my husband. It is a good indication that Virginia Tech cares for the employees and their family, which is one of the most important factors to consider while looking for a new job."

- Dual Career Program participant

General Services & Support

Work-Life Resource Center

Provides a variety of information and programs to assist in the healthy integration of work and personal life.

Lactation Facilities

Dedicated lactation facilities are available and interspersed throughout campus.

Elder Care

Adult Day Services (ADS) offers a friendly and stimulating environment for adults unable to be alone during the day. ADS also promotes physical and mental health to facilitate the highest level of functioning possible for their clients.

Work-Life Grants

The Graduate School has established a Work-Life Grant Program to provide temporary financial assistance to departments to enable them to continue support for female graduate students during pregnancy and childbirth.

Family Leave for Faculty

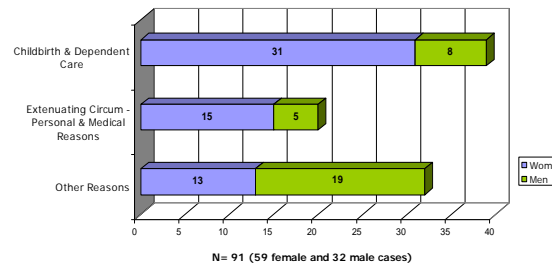
In addition to the university's generous sick leave and maternity policies, two additional weeks of paid family leave is available for childbirth and adoption to both parents. This leave may also be used for family illnesses or death.

New & Revised University Policies

Stop the Clock

Policy revision now provides automatic tenure clock extension for new parents, and extensions granted for other personal or professional reasons.

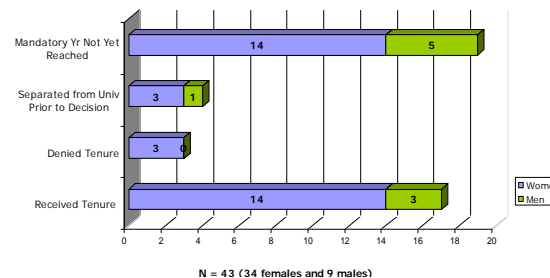
REASONS FOR TENURE-CLOCK EXTENSION BY GENDER
(Academic Years 1996-1997 through 2006-2007)



"These new policies are helping us retain outstanding faculty who now feel that they can work at the institution they love and still take care of the people they love."

- Jessica Folkart, Associate Professor, Spanish

OUTCOMES FOR FACULTY WHO STOPPED THE TENURE CLOCK
FOR CHILDBIRTH AND DEPENDENT CARE
(Academic Years 1996-1997 through 2006-2007)



More University Policies

Part-time Tenure Track

Tenure-track faculty may request a *term* (one semester to two years, renewable) part-time appointment for child/dependent care or personal health reasons. Maximum probationary period is capped at 10 years. Tenured faculty members may request *term* or *permanent* part-time appointment for family or health reasons, but also for professional practice or outside entrepreneurial activities.

- Megan Dolbin-MacNab, Assistant Professor, Human Development, Modified Duties Program Participant, & Sylvia Dolbin-MacNab



Modified Duties

Special family or personal health circumstances may substantially alter a faculty member's life for a period of time. Tenured or tenure-track faculty members may request a semester of modified duties at full pay to create a more flexible schedule to better manage family or personal issues. Central funds provide support for department accommodations.

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