Division of Human Resources

New Faculty Welcome

Bryan Garey
Vice President for Human Resources
Our Mission and Vision

**Our Mission:** We claim our role in fostering an inclusive and engaged culture of excellence that enables Virginia Tech employees to serve as a force for positive change in a world without boundaries.

**Our Vision:** We will innovate to serve Virginia Tech as a best-in-class partner by providing:

- **Strategic services** that enhance the university’s ability to attract, retain, and develop talent.
- **Consultative services** that create workplace solutions through strengthened collaboration.
- **Administrative services** that deliver simple, timely, and accurate HR processes and information.
Available Services

- Benefits
- Compensation
- Conviction Checks
- Dual Career Recruitment and Retention
- Employee Relations
- Hokie Wellness
Available Services

- HR Service Center
- Leave
- New Employee Orientation
- Onboarding and Offboarding
- Retirement
- Talent Development
- Workers’ Compensation
Systems and Projects

Systems:
• Applicant tracking
• Customer service tracking
• Flexible Work Arrangements
• Learning Management
• New Hire Center
• Onboarding portal
• Performance Management

Key projects:
• Future of Work
• Job architecture
• Onboarding enhancements
Website Resources

- **Benefits**: hr.vt.edu/benefits
- **Hiring and Employee Transactions**: hr.vt.edu/hiring-employee-transactions
- **Hokie Wellness**: hokiewellness.vt.edu
- **Human Resources**: hr.vt.edu
- **Jobs**: jobs.vt.edu
- **Ready Resources for Employees**: hr.vt.edu/resources
- **Talent Development**: hr.vt.edu/talent-development
Partnership with Provost Office

Example areas where partnership is critical:

- Policies
- Benefits
- Recruitment practices
- Compensation philosophy
- Flexible work options
Hokie Wellness

Ana Agud
Manager Work/Life Program
**Hokie Wellness Mission**

**Our Mission:** To foster a healthier Virginia Tech community by providing prevention services, education, outreach, and resources to employees and students.
Work + Life Resources

- Discounts
- Lactation rooms
- Child care, elder care, and pet care resources
- Student list for part-time and temporary work
- Flexible Work Options
  - Telework/Remote
  - Alternative work schedules
• All benefitted employees, their dependents, and household members are eligible.

• Receive four free counseling sessions per issue annually (in-person and virtual options)
### EAP Contacts

**Anthem: COVA Care, COVA-HDHP**
- 1-855-223-9277 or [www.anthemEAP.com](http://www.anthemEAP.com)
- LiveHealth Online: [www.lifehealthonline.com](http://www.lifehealthonline.com)

**Aetna: COVA HealthAware**
- 1-888-238-6232 or [www.mylifevalues.com](http://www.mylifevalues.com)

**Kaiser Permanente HMO**

**Optima Health Vantage HMO**
- 1-866-846-2682 or [www.optimahealth.com/cova](http://www.optimahealth.com/cova)
Additional EAP Benefits

- Legal and financial services
- MyStrength
- Identity monitoring and recovery
- Member website resources
  - Free legal forms
  - Professional development
  - Adoption information
  - Adult and child care provider search
  - Financial calculators
- Local Support Resources

  Psychological Services Center at Virginia Tech
  • 540-231-6914

  Women’s Center at Virginia Tech
  • 540-231-7806

  New River Valley Community Services
  • 540-961-8400

  Family Therapy Center of Virginia Tech
  • 540-231-7201
Hokie Wellness Programming

- Healthy Hokie Habits
- Resiliency workshops
- Mindfulness
- Koru Mindfulness
- Healthy nutrition
- Financial wellness
- Hokie Wellness Walking Club (using Strava app)
- Mental Health First Aid
- Customized programs by request
Employee Wellness On Demand

- Hokie How-to: Nutrition
- Virtual Learning Center
- On Demand Videos/Podcasts
- Articles and useful resources
Hokie Wellness Distress Guide

Spectrum of Distress

Manageable Stress
- Student has a reasonable amount of stress and reports effective self-care strategies.
- "I’ve been pretty stressed, but finding time to exercise has made things less overwhelming."

Mild Distress
- Student shows some signs of stress, has minimal interference with daily activities, seeking support.
- "I’m just feeling a bit overwhelmed right now..."

Moderate Distress
- Student shows signs of incomplete withdrawal or incomplete escalation, manages emotional responses, or seeks support.
- "I just can’t do this. Could I have another session?"

Acute Distress
- Student shows signs of complete withdrawal or complete escalation, expresses direct threat to themselves or others.
- "People haven’t been nice anymore, it’s not worth it — everyone would be better off without me."

Action Steps

What you can do
- Foster a supportive relationship with student. Ask about their source of balance and self-care process.
- "How have you been feeling lately?"
- "How are you feeling today?"

What you can say
- "I’m concerned about you."
- "I’m here for you."

What to refer
- Provide general information about support groups or campus support groups.
- "Are you aware of any support groups?"

Assisting Students in Distress

Virginia Tech Police
- Provides campus security and conducts wellness checks on students in need
- Emergency: 911
- Non-Emergency: 540-231-6411
- Police: viu@vt.edu

Dean of Students Office
- Provides support, conducts follow up, and determines intervention during crisis
- 540-231-3787
- non-emergency line: dos.vt.edu

Cook Counseling Center
- Offers non-appointment counseling, individual and group counseling, and identity-based support groups (race/ethnicity, religion, gender identity)
- 540-231-6557
- office hours and after hours line: unc.vt.edu

Women’s Center
- Support for anyone impacted by gender-based harassment or violence
- 540-231-7806
- womencenter.vt.edu

Title IX Coordinator
- Provides accommodations and services to students on a case-by-case basis
- 540-231-3788
- Title IX:@Xml

University Scholarships and Financial Aid Office
- Provides support for emergency situations or changes in financial situations
- 540-231-5179
- financialaid.vt.edu

Hokie Wellness
- Offers support groups, skill-building workshops, and interventions for mental, physical, and financial well-being (includes substance use support)
- 540-231-2233
- hokiewellness.vt.edu

Advising: Navigate Referral Guide
- Guide to campus offices (if their services) can be found in the Navigate referral system
- 540-231-9337
- advising.vt.edu/navigate/referral-guide

If a student passes an immediate danger to self or others, please call 911 or VTIPD

https://hokiewellness.vt.edu/Employees.html
Hokie Wellness Monthly Newsletter

- Sign up to receive the monthly newsletter for updates, new information, and upcoming programs.
- Email hokiewellness@vt.edu to be added to the list.
Contact Hokie Wellness!

- North End Center, Suite 2300 (0318)
  300 Turner Street NW
- Hours: 7 a.m. - 5 p.m.
- Phone: 540-231-8878
- Fax: 540-231-3830
- Email: hokiewellness@vt.edu
Talent Development

Sarah Dreier
Talent Development Specialist
Professional Development Resources

Talent Development
- Development Action Plan
- Participant Guide
- Supervisor Coaching Guide
Talent Development Programs

Fast Track for New Supervisors
- Five Modules
- Self-Paced and Blended-Learning formats

Virtual Learning Center
- Learning
- Leading
- Working
- Micro-Learning
More Professional Development Opportunities

- [training.vt.edu](http://training.vt.edu)
  - PageUp LMS
    - Required Trainings
    - VT Training (info-968@mail.pageuppeople.com)
  - TLOS: Technology-enhanced Learning and Online Strategies
  - LinkedIn Learning
  - InclusiveVT Insights
  - Ombuds Blog
Continuous Education Resources at Virginia Tech

Tuition Waiver
- Credit hours per year:
  - Full-time employees: 12
  - Part-time employees: 6
- Upon enrollment

Tuition Reimbursement
- Uses departmental budget after passing classes

hr.vt.edu/benefits/discounts/continuing-education/tuition-assistance

Must meet all requirements
Contact Us!

North End Center, Suite 2300 (0318)
300 Turner Street NW

Hours: 8 a.m. - 5 p.m.
Phone: 540-231-9331  Fax: 540-231-3830
Email: hrservicecenter@vt.edu