

New Faculty Orientation: Administrative and Professional Faculty Breakout Session

Marlena Lester, President A/P Faculty Senate

August 21, 2025

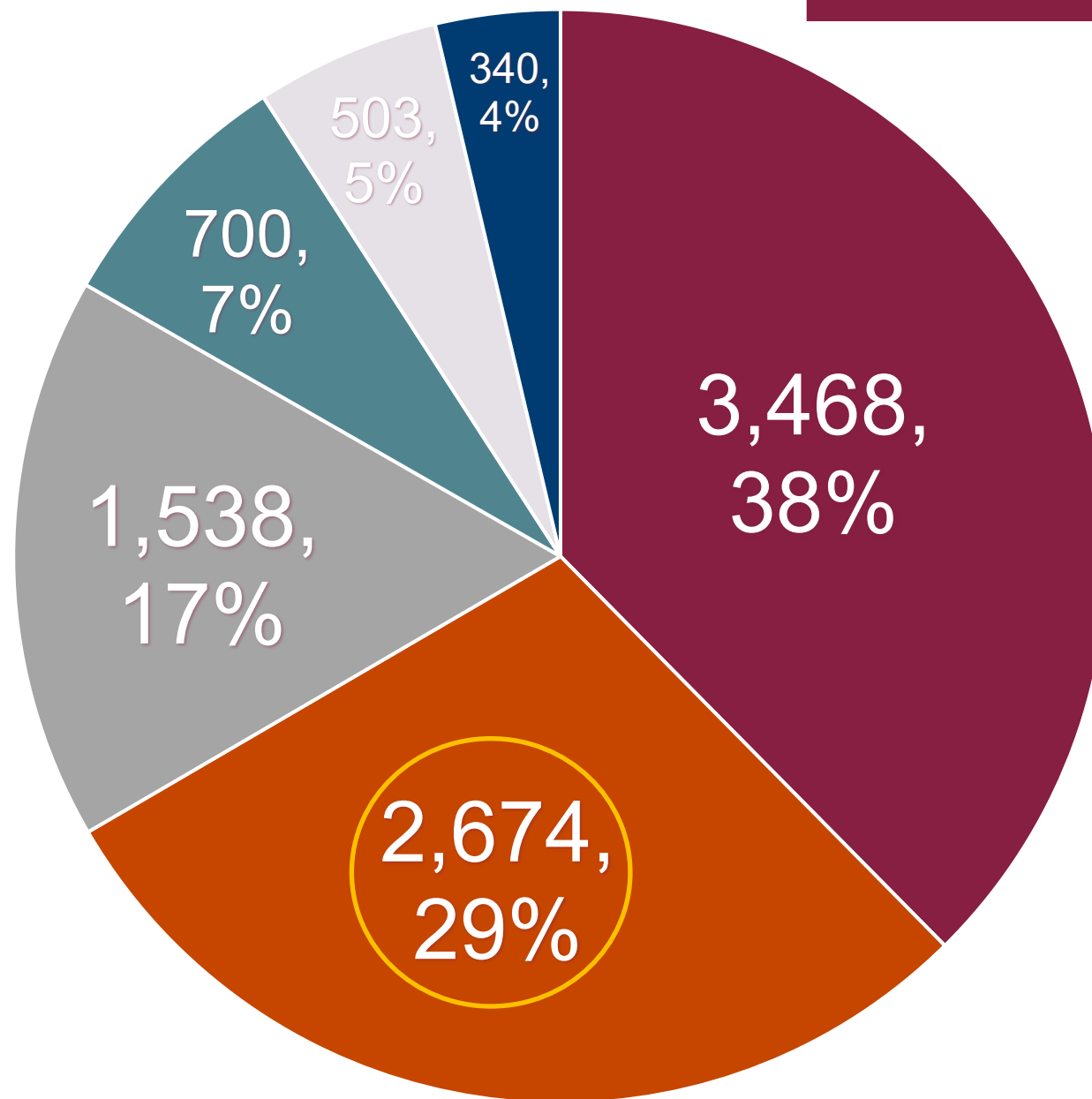


Today's Agenda

- Welcome
- Appointment Types
- Hokie Wellness
- A/P Faculty Senate
- Q&A
- Networking

Appointment Types

- Classified Professionals, Staff
- Administrative and Professional Faculty
- Tenured and Tenure-Track Instructional Faculty
- Non-Tenure-Track Instructional Faculty
- Research Faculty
- Adjunct Faculty





HUMAN RESOURCES
VIRGINIA TECH.

Hokie Wellness Talent Development



What do you need outside of your day-to-day work?

Community
Connections

New Parent
Resources

Medical
Care

Career Skills

Fitness
Opportunities

Childcare

What do you need outside of your day-to-day work?

Car Mechanic

Pet Sitting

Financial
Resources

Elder Care

Mental Health
Support

Management
training

Spiritual Support

A scenic view of a lake framed by large, leafy trees, with a white rectangular box in the center containing the text 'Hokie Wellness'. The image captures a peaceful outdoor setting with a calm body of water in the background, reflecting the surrounding greenery. In the foreground, the thick, gnarled trunks of large trees are visible, with their branches and vibrant green leaves arching over the water. The lighting is soft and natural, suggesting a bright but slightly overcast day. A white rectangular box is superimposed over the middle of the image, serving as a backdrop for the text.

Hokie Wellness

Welcome!

Our aim is to enhance the overall well-being of employees through trainings, programs, and connection to campus and community resources. We are here to support you, your colleagues, and your team as a whole. Never hesitate to email hokiewellness@vt.edu, call 540-231-8878, or schedule appointment below so that we can assist you in navigating the many resources available.

Summer 2025 Calendar of Events (pdf)

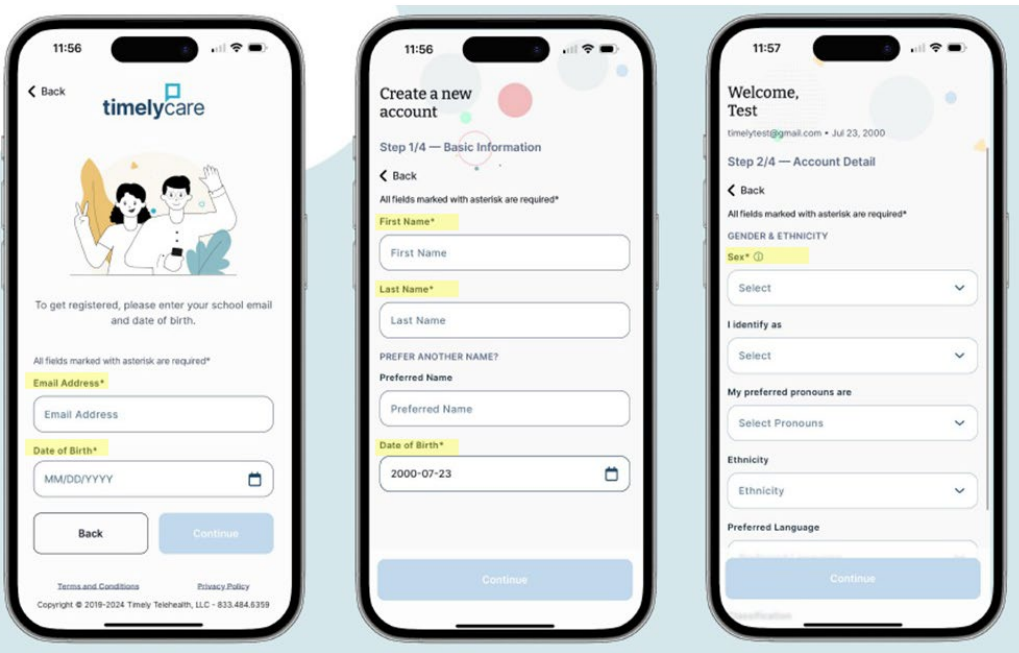
Request a program for your group

Schedule an appointment

Employee Resources and Services

- 24/7 CRISIS SUPPORT
- Caregiving
- Community Assistance
- Expectant, New Parent, and Nursing Support
- Financial Wellness and Discounts
- Healthy Meetings and Communication
- Interest Groups
- Mental Health
- Movement and Exercise
- Nutrition
- Self-Care
- Substance Use
- Wellness Champions
- Support Employee Wellness
- Flu and COVID-19 Clinic

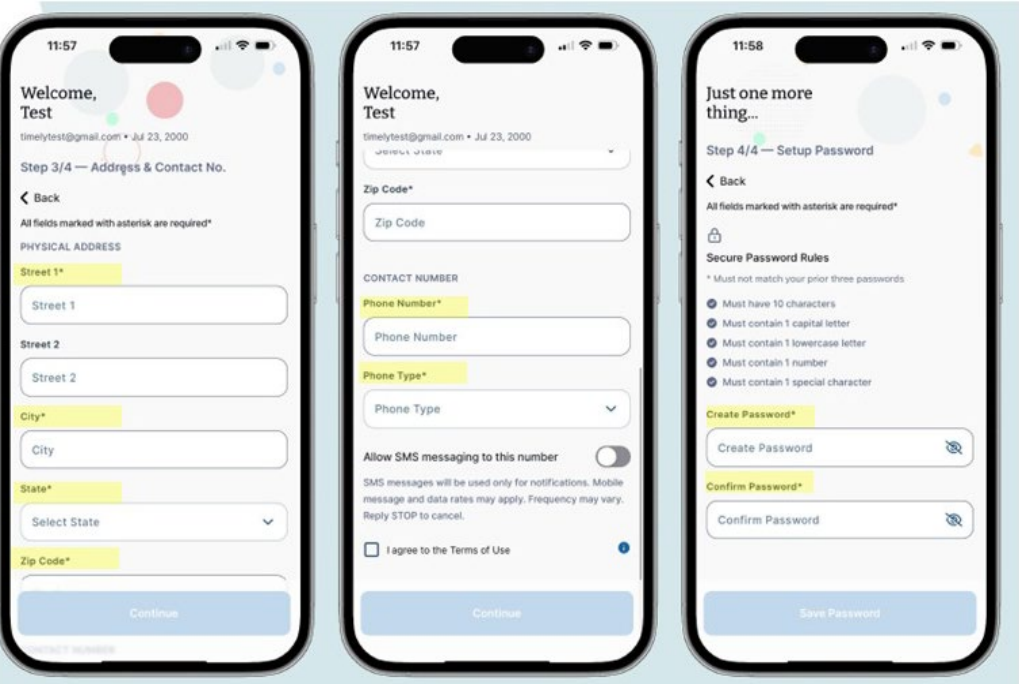




TimelyCare

Free:

- *Counseling*
- *TalkNow*
- *Health Coaching*
- *Self-Care Resources*



| PLAN | CONTACT |
|--|---|
| COVA Care and COVA HDHP | Employee Assistance Program (EAP) Anthem: 1-855-223-9277 or Anthem EAP Website (company name: Commonwealth of Virginia). |
| COVA HealthAware | Employee Assistance Program (EAP) Aetna: 1-888-238-6232 or COVA HealthAware Website (username: COVA, access code: COVA). |
| Kaiser Permanente HMO | Behavioral Health and Employee Assistance Program (EAP) Beacon: 1-866-517-7042 |
| Sentara Health Plans Vantage HMO | Employee Assistance Program (EAP) Sentara: 1-800-899-8174 or Sentara Health Plans Vantage HMO Website (company user- name: COVA) |

Employee Assistance Program

- Stress-related problems
- Emotional difficulties
- Alcohol or drug problems
- Family and relationship troubles
- Parenting concerns
- Conflicts at work or home
- Other personal concerns
- Financial Issues
- Legal Issues



Caregiving Resources at Virginia Tech

 Elder Care

 Programs

 Working Parents at VT

I'm looking for...

Full Time Child Care



Backup/Supplemental Child Care



Caregiver/Parent Support and Learning Opportunities



Virginia Tech Policies and Accommodations



Don't see what you're looking for? [Contact Us!](#)

FEATURED



Caregiving

- *New River Valley Based Childcare Partnerships*
- *Roanoke Based Childcare Partnerships*
- *Elder Care*
- *Working Parents Listserv*
- *And More!*





My Benefits



Child care



Senior care



Adult care



Housekeeping



Pet care



Tutoring

How can we help, David?



Babysitter



Nanny



Activities / Camps



Daycare centers

Free Premium Membership!



VT Support for Expectant and New Parents

Through your insurance carrier, you have access to programs that may save you money on your hospital copay:

Anthem Insurance Programs



Aetna Insurance Programs



VT Information Sessions



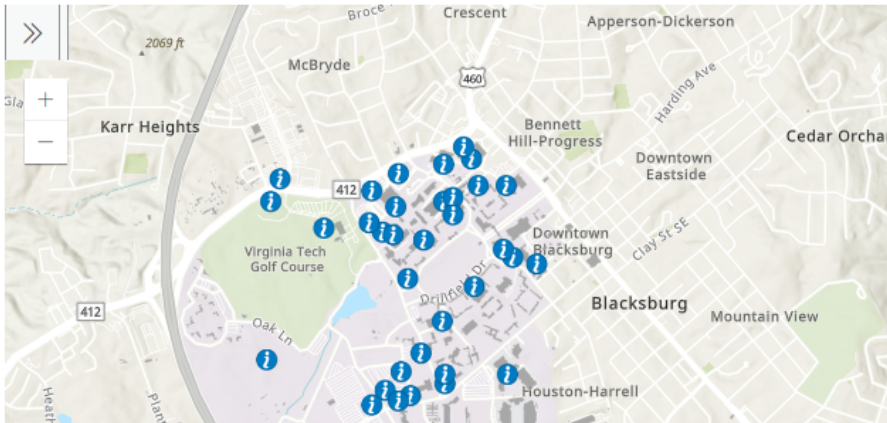
Laws and Policy Information



Lactation Rooms Information

Lactation rooms are available to all Virginia Tech employees, students and visitors to campus.





Blacksburg Campus



Support for Expectant and New Parent Support:

- Save on Hospital Co-Pay
 - *Anthem Insurance*
 - *Aetna Insurance*
- VT Information Session
 - *Planning for Baby – Faculty & Staff*
- Lactation Rooms
 - *More than 30 on campus*



 Search (categories, brands, offers...) Categories Ways To Save Favorites My Orders

**You have exclusive access to the very best deals available,
anywhere.**

Premium Perks

The best deals available anywhere, exclusively for you.



Exclusive
discounts up to
40% or more for...



Save Up to 10%
on Pets Best Pet
Insurance



Everyday Low
Rates With
Enterprise



70% off 1st Box +
Free Shipping on
Fresh Dog Food

Recommended For You

Check out these offers selected just for you.

**Free membership to national
and local discounts:**

- *Travel*
- *Car Rentals*
- *Electronics*
- *Premium Parks*
- *Store Brands*



Group Categories



Parents



Arts & Crafts



Professional Networking



Volunteer Opportunities



Outdoors



Identity-based



Interest Groups:

- *Parents*
- *Outdoors*
- *Music*
- *Sports*
- *Volunteer Opportunities*
- *And More!*



AUGUST NEWSLETTER

Trainings & Workshops

Self-Care Strategies to Avoid Burnout (online)

- Aug. 5, 11 a.m.-12 p.m.

Decoding Nutrition Labels (online)

- Aug. 6, 12-12:45 p.m.

Weight Training for Life (in person)

- Aug. 7, 12-1 p.m.

Getting Your Dose of Vitamin G: How Gratitude Improves Well-being (online)

- Aug. 12, 11 a.m.-12 p.m.

Mental Health First Aid (online)

- Aug. 13, 8:30 a.m.-4:30 p.m.

Mindfulness, Meditation and Movement (online)

- Aug. 14, 12-12:30 p.m.

Take a Brain Break (in person)

- Aug 15, 12-1 p.m.

How to Find a Therapist 101 (online)

- Aug. 15, 1-2 p.m.

Guided Meditations (online)

- Aug. 19, 10-10:30 a.m.

What's in Season? (in person)

- Aug. 20, 4-5 p.m.

Mental Health Resources Information Session (online)

- Aug. 21, 12-1 p.m.

Mindful Meetings (in person)

- Aug. 28, 1-1:45 p.m.

Featured Hokie Wellness Programs

Elder Care Symposium

Sept. 10, 8 a.m.-3 p.m. | North End Center

The Elder Care Symposium returns with multiple learning sessions for employees who may be caregivers and/or planning for their future. Hosted by Hokie Wellness and co-sponsor Warm Hearth Village, the day will feature a keynote address about PROS: Performances to Reduce Online Scams. There will also be exhibitors, lunch provided, and speakers for breakout sessions from the New River Valley Agency on Aging the Engagement Center for Creative Aging; Virginia Cooperative Extension, the Alzheimer's Association; our co-sponsor, Warm Hearth and more.

Registration is required by August 15. Once you have registered, enrollment for the breakout sessions will follow.

Employee Groups Available Through the Psychological Services Center

The Psychological Services Center (PSC) has partnered with Hokie Wellness to host group sessions led and

Stay Informed:

- Hokie Wellness Newsletter
 - *Programs*
 - *Events*
 - *Recipes*
 - *& More!*
- Instagram
 - *@VT_EMPLOYEEWELLNESS*
- Facebook
 - *HOKIE WELLNESS*





Welcome Virginia Tech Employees!

We're thrilled to have you here! This dedicated space is designed to support the physical fitness and active lifestyles of our incredible VT employees, offering easy access to exercise resources, class schedules, and movement-focused events tailored just for you.

Employees Resources & Quicklinks

- [Facility Hours](#)
- [Membership & Guest Access](#)
- [Personal Training](#)
- [Group Exercise](#)
- [Golf](#)
- [Venture Out Rentals](#)
- [Aquatics](#)
- [Intramural Sports](#)
- [Events](#)

Early Bird Rate:

- *Opening - 2pm on weekdays*
- *Opening - closing on weekends*
- *All facility access*
- *~\$12.75 a month*

Full Membership:

- *~\$48 a month*





Resource Navigation:

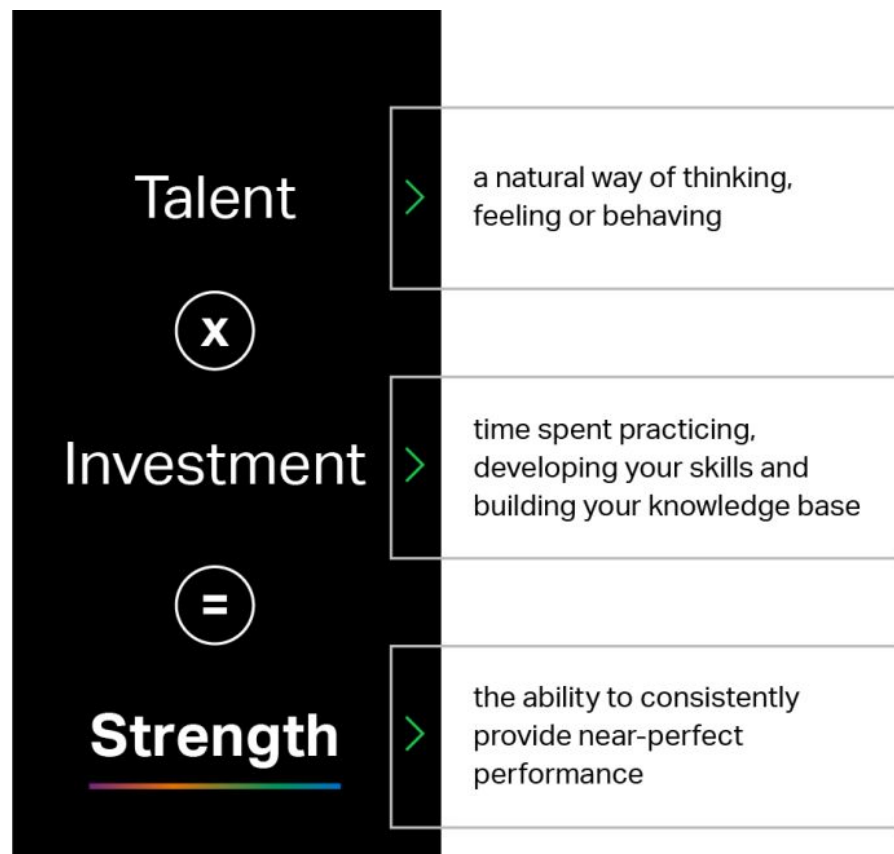
- Email: hokiewellness@vt.edu
- Call 540-231-8878
- Or Schedule an appointment



A scenic view of a lake framed by large, leafy trees, with a white rectangular box in the center containing the text 'Talent Development'. The image shows a calm body of water reflecting the sky, surrounded by lush green trees and foliage. The perspective is from within the trees, looking out towards the lake. A large tree trunk is visible on the right side, and another on the left. The water is in the middle ground, and the background shows more trees and a clear sky.

Talent Development

STRENGTHS-BASED DEVELOPMENT



GALLUP®



USING STRENGTHS COUNTERACTS
NEGATIVE EMOTIONAL EXPERIENCES.

CUSTOMER TESTIMONY

Discovering my strengths has changed my life. I am more aware of how I feel and act in different situations, and I better understand why others act as they do.




EMPOWER - EDUCATE - ENGAGE

INDIVIDUAL DEVELOPMENT

VIRGINIA TECH TALENT DEVELOPMENT

DEVELOPMENT ACTION PLAN



A development action plan is a guide to help you focus on your individual goals and career aspirations for the future.

NAME: _____

DEPARTMENT: _____

CURRENT TITLE: _____

EMAIL: _____

DATE: _____

A GOAL SHOULD SCARE YOU A LITTLE AND EXCITE YOU A LOT.

- Tom Vitale



LEADERSHIP DEVELOPMENT

- Leadership Essentials
- Leadership Excellence



TEAM AND ORGANIZATIONAL DEVELOPMENT



MORE OPPORTUNITIES



PAGEUP LMS

TLOS



<https://www.training.vt.edu>

- InclusiveVT Insights
- Center for Excellence in Teaching and Learning
- VP of Finance
- VirTual Safe Zone
- VT Police Department
- Ombuds Blog
- Hokie Wellness
- Professional Development Community of Practice

CONTINUOUS EDUCATION VIRGINIA TECH RESOURCES

Tuition Waiver

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

Tuition Reimbursement

- Uses departmental budget
- After passing classes

Must meet all requirements



<https://www.hr.vt.edu/benefits/optional-benefits/continuing-education/tuition-assistance.html>

Reflect again on what you need
outside of your day-to-day work.

Use our remaining time to
download, register, connect, etc.
to the resources you need.

Please ask us questions!

Thank you!

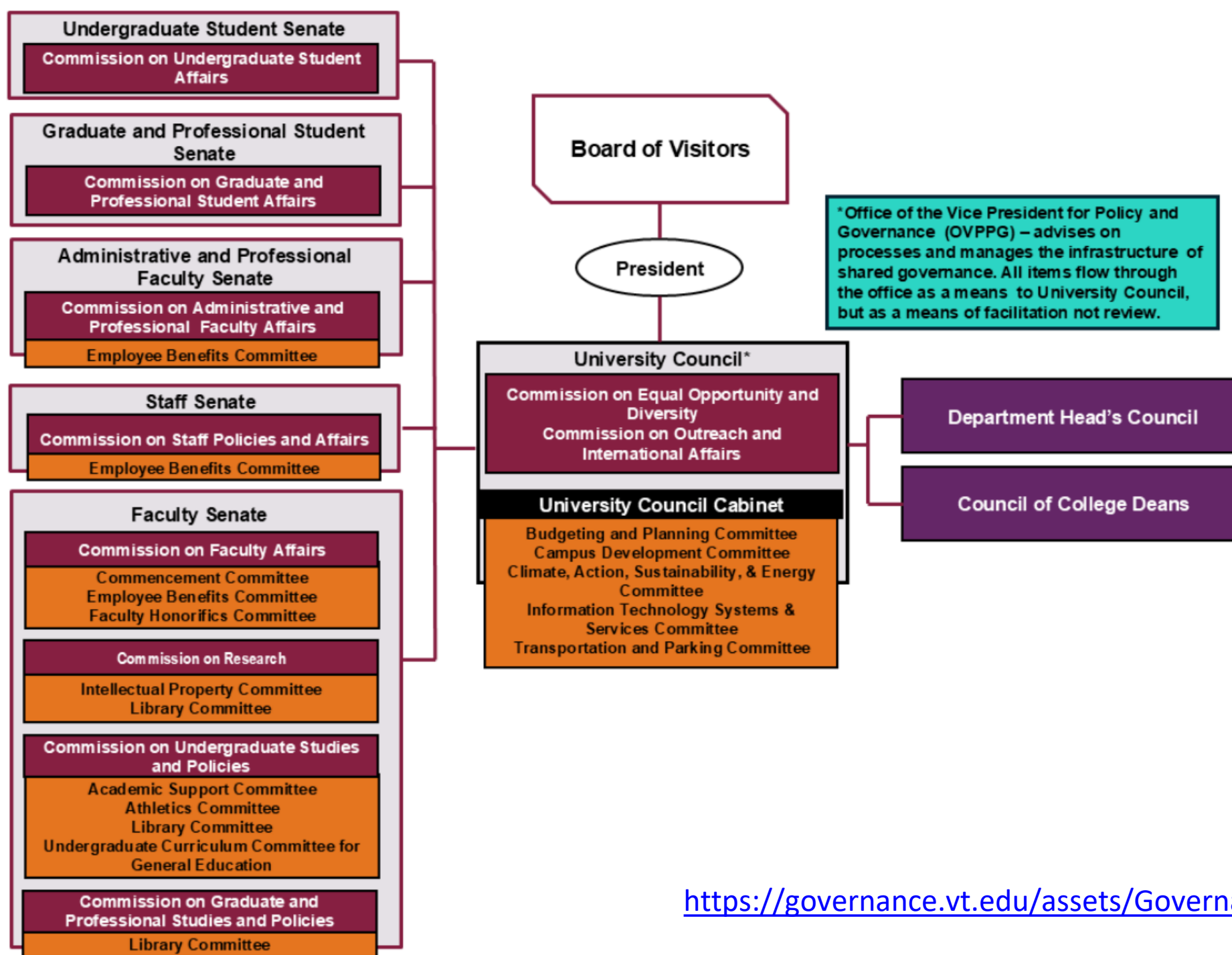


Administrative and Professional Faculty Senate Overview

Marlena Lester A/P Faculty Senate President
August 21, 2025

Shared Governance At Virginia Tech

Our governance system is a shared process of decision making concerning policies and institutional operation. Our governance bodies represent constituent groups at all levels and we aim to give the entire community a represented voice in shaping our university.



Administrative and Professional Faculty Senate

<https://apfacultysenate.vt.edu/>

- Monthly Senate meetings the third Wednesday of each month at 10:00am-noon via Zoom
- Executive committee
- Senate standing committees
- Representatives to Commissions and Committees

A/P Faculty Senator Responsibilities

- Attend monthly Senate meetings
- Represent your constituent group
- Make informed decisions
- Vote on issues and resolutions
- Serve on at least one standing committee
- Alternates attend Senate meetings when possible and vote when their senator is absent

Faculty & Staff Caucuses

The Indigenous Caucus at Virginia Tech

Appalachian Caucus

Asian Pacific Islander Desi American (APIDA) Caucus

Black Caucus of Virginia Tech

Disability Caucus

Hispanic & Latinx Faculty & Staff Caucus

LGBTQ+ Caucus

Veterans Caucus

Womens' Alliance

Jewish Faculty Caucus

<https://www.inclusive.vt.edu/resources/FS-Caucuses.html>

Faculty Handbook

Chapter Seven: Administrative and Professional Faculty Including
Virginia Cooperative Extension Faculty

<https://faculty.vt.edu/academic-personnel/academic-policies-and-resources/faculty-handbook.html>

University Policy Library

<https://policies.vt.edu/PolicyLibrary>

**2025-2026 SEASON
TICKETS ARE ON SALE
NOW!**

LEARN MORE





Men's Sports

Baseball

Basketball

Cross Country

Football

Golf

Soccer

Swimming & Diving

Tennis

Track & Field

Wrestling

Spirit Squads

Women's Sports

Basketball

Cross Country

Golf

Lacrosse

Soccer

Softball

Swimming & Diving

Tennis

Track & Field

Volleyball

Spirit Squads

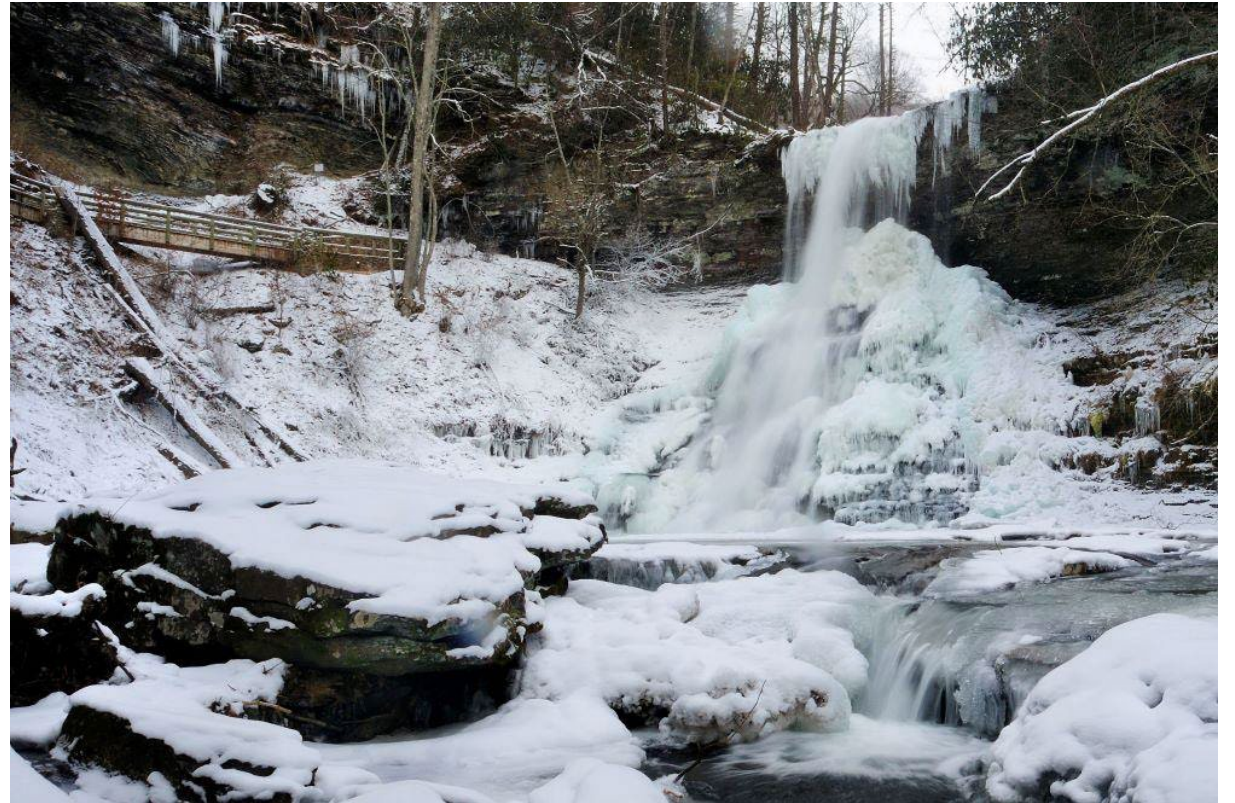
NEW RIVER TRAIL

STATE PARK



<https://www.youtube.com/watch?v=wI8EMI7IpYg>

Cascades Day Use Area





VIRGINIA TECH[®]

Networking
11:10-11:30
~20 minutes

Round 1: 8 minutes

Share your name, role, and one thing you're excited about at VT

What's one professional goal you have for this year?

Round 2: 8 minutes

New to Higher Ed
Work-Life Balance at VT
Professional Development Interests
Blacksburg Area Tips

Closing Circle (2 minutes)

One word describing how you're feeling about your VT community right now