Division of Human Resources

Bryan Garey
Vice President, Human Resources
We support you, our valued employees at Virginia Tech

- Employment at VT
  - Employee types
  - Work locations
  - Funding sources
  - Management
Human Resources - Our Services

- Recruitment and Hiring
- Benefits and Retirement
- Training & Development
- Compensation
- Employee Relations
- Wellness
- Transactional Support
- Policies and Compliance
- Technology
- Data & Analytics
- Consultation
Human Resources - How to Reach Us

- **HR Service Center**
  - hrservicecenter@vt.edu
  - 540-231-9331
  - 300 Turner Street NW

- **HR Directors/Managers**
  - HR is part of every college and unit
  - All aligned and working together to provide consistent and excellent service and support
Division of Human Resources

Spotlight on Programs and Services

Hokie Wellness – Amy Epperley
Future of Work – Marie Bliss
Talent Development – Sarah Dreier-Kasik
Hokie Wellness
Programs + Resources

Presented by Amy Epperley,
Director of Hokie Wellness
Brief Practice
Hokie Wellness mission:

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

- Student list for part-time and temporary work
- Lactation rooms
- Child care, elder care, and pet care resources
- Flexible Work Options
  - Telework
  - Alternative work schedules
Employee Assistance Program (EAP)

- **Who is eligible?** - All benefitted employees + their dependents and household members

- **What do I receive?** - Four free counseling sessions per issue annually (in-person + virtual options)
"How do I contact my EAP program?"

Anthem: COVA Care + COVA-HDHP
- 1-855-223-9277 or www.anthemEAP.com

Aetna: COVA HealthAware
- 1-888-238-6232 or www.mylifevalues.com

Kaiser Permanente HMO
- 1-866-517-8778 or https://www.achievesolutions.net

Optima Health Vantage HMO
- 1-866-846-2682 or www.optimahealth.com
Additional EAP Benefits

- Legal and financial services
- MyStrength
- Discounts
- 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 VT
  - 540-231-6914

- Women’s Center at VT
  - 540-231-7806

- New River Valley Community Services
  - 540-961-8400

- Family Therapy Center of VT
  - 540-231-7201
Health Education Programs

- Resiliency workshops
- Mindfulness classes
- Healthy nutrition classes
- Financial wellness classes
- Walking Wednesdays
- Mental Health First Aid
- “Ten at Ten”
- Customized workshops by request
- Well-being challenges + outreach
On-Demand Education

- Mindful campus practices
- Ask the Dietitian videos
- Healthy cooking demos
- Student distress guide + EAP overviews
“How can I stay in the loop?”

Sign up for our monthly newsletter to stay in the loop!

Email hokiewellness@vt.edu and let us know that you’d like us to add you.
Future of Work at Virginia Tech

Presented by Marie Bliss, AVP HR Administration
Background on the Work

- Effort started in January 2021 to promote new ways of working at VT, leveraging the lessons learned through the pandemic.
- Faculty/staff have new expectations for work and new experiences; along with new technologies, progress with new work models will support recruitment, retention, and productivity.
- New approaches allow us to find and keep the best talent to support the VT mission.
- Framed as “flexible work” this includes remote work, hybrid work and alternative work schedules, among others.
- HR is partnering with Segal as we lead the university through this transition period and into the future.
Progress Report on VT Initiative

- Guiding principles established, working with President Sands, Provost Clarke, and SVP/CBO Pinkney
- Pilot groups established which also served as advisory committee
  - IT
  - Advancement
  - Pamplin
  - Engineering
  - President’s Office
- Solutions teams launched to build resources
- Outreach commenced which included regular touchpoints in all senior management areas

Sources: Gallup, Forbes, Harvard Business, Workplace Analytics
Future work models to focus on administrative and academic support work primarily handled by Staff and AP Faculty

- New work models will support and complement in-person academic programs.

Decision making and flexible work options will be with SMA leader, but grounded in the nature of roles and operational needs.

Flexible work arrangements may require occasional or regular on-site presence.

Flexibility is key; role analysis and collaboration is required between employees and leaders.

Support leaders and managers with necessary tools and resources to create a productive and engaging work and campus environment.

Flexible work arrangements are fluid and evolving; progress and outcomes must be regularly assessed and adapted to emerging needs.
Current State

- Spectrum of approaches from largely remote to 100% return to workplace
- Faculty/staff anxiety elevated with shifts and also the Delta variant
- Resources available
  - Training
  - Flexible Work Agreement (new online tool for AP/Staff)
  - Revised suitability guide
  - Pulse survey
  - Regular touchpoints with each college/unit
- Monthly retention data reports and analysis
How can you help?

- Be open-minded as we learn through the fall
- Consider experiments, even small ones that embrace some level of flexibility for faculty/staff
- Listen to your faculty and staff
- Remind faculty/staff of college/unit objectives
- Remember that tomorrow will be different than today and yesterday; work in the future will be different
Talent Development

Presented by Sarah Dreier-Kasik,
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 & Blended-Learning formats
- Virtual Learning Center
  - Learning
  - Leading
  - Working

https://www.hr.vt.edu/talent-development.html
More Professional Development Opportunities

https://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 VT 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

https://www.hr.vt.edu/benefits/discounts/continuing-education/tuition-assistance.html

*Must meet all requirements*
Thank you

We want to thank you for joining Virginia Tech. Thank you for your commitment to discovery, to collaboration, and to Ut Prosim, “That I May Serve.”

You have our best wishes as a new faculty colleague. Go Hokies!

Presenters:
Bryan Garey, Vice President, Human Resources
Amy Epperley, Hokie Wellness Director
Marie Bliss, Assistant Vice President of HR Administration
Sarah Dreier-Kasik, Talent Development Specialist

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