



# Division of Human Resources

Bryan Garey  
Vice President, Human Resources



# Human Resources - What We Do

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**
  - [hrrservicecenter@vt.edu](mailto:hrrservicecenter@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](http://www.anthemEAP.com)

Aetna: COVA HealthAware

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

Kaiser Permanente HMO

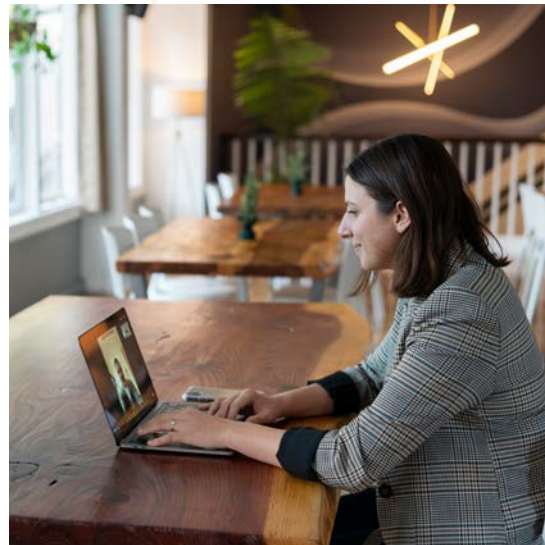
- 1-866-517-8778 or <https://www.achievesolutions.net>

Optima Health Vantage HMO

- 1-866-846-2682 or [www.optimahealth.com](http://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

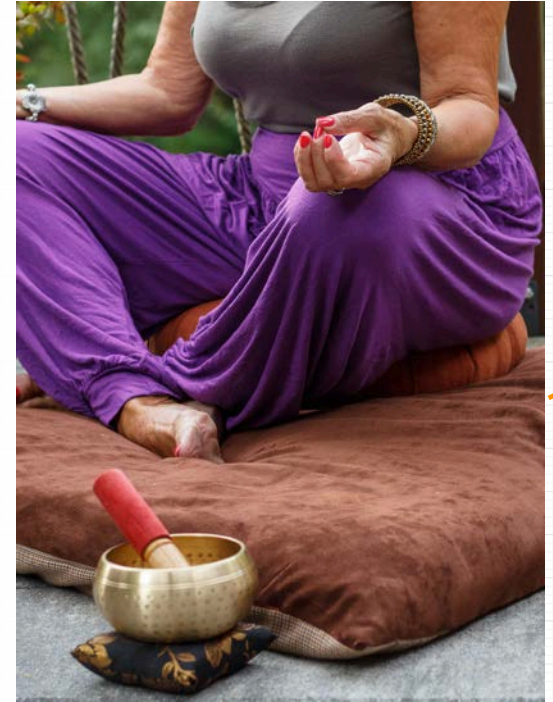


# Local Support Resources

- 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

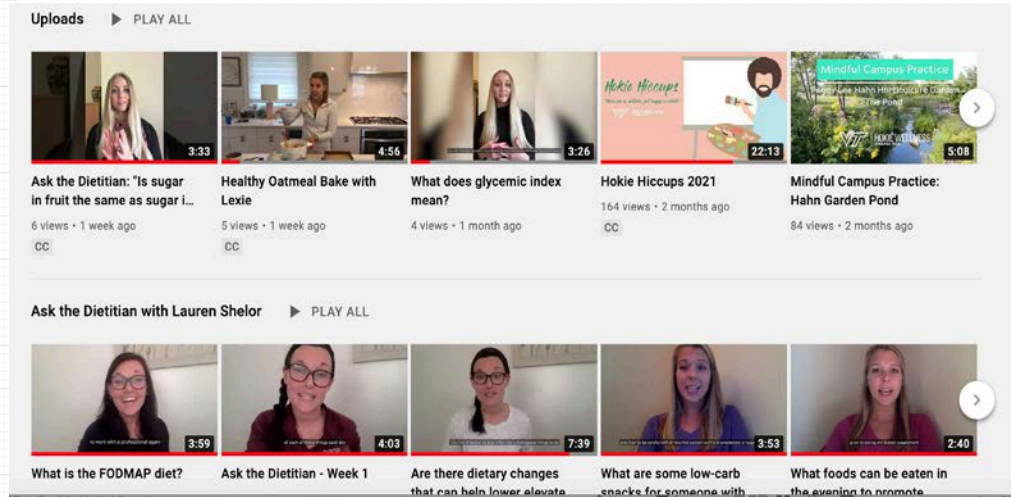
# Health Education Programs

- 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](mailto: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





# Core guiding principles



- 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

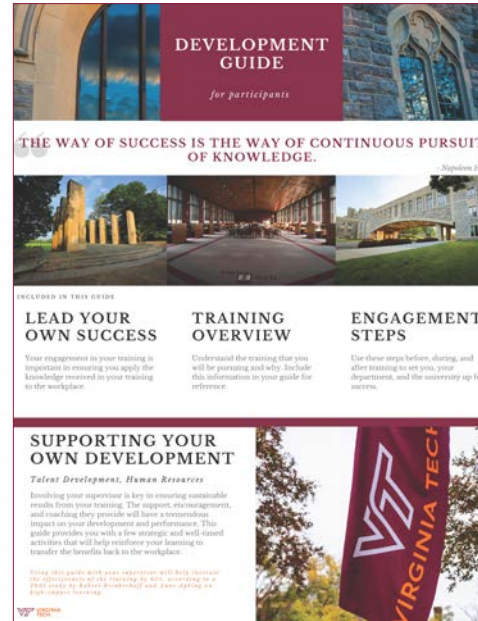
Presented by Sarah Dreier-Kasik,  
Talent Development Specialist



# Professional Development Resources

## Talent Development

- Development Action Plan
- Participant Guide
- Supervisor Coaching Guide

The image shows the cover of a 'DEVELOPMENT ACTION PLAN' form. It features a maroon banner at the top with the title in white. Below the banner is a quote: 'A GOAL SHOULD SCARE YOU A LITTLE AND EXCITE YOU A LOT.' attributed to 'Joe Vitale'. The form includes fields for 'NAME:', 'DEPARTMENT:', 'CURRENT TITLE:', 'EMAIL:', and 'DATE:'. It also has a section for 'CAREER GOALS:' with a sub-header 'KNOW WHERE YOU WANT TO GO - WHAT WILL YOUR RESUME LOOK LIKE IN...?'. The form is divided into two main sections: 'SHORT TERM: (NEXT 1-2 YEARS)' and 'LONG TERM: (NEXT 3-5 YEARS)'. Each section has a 'KNOWLEDGE, SKILLS, ABILITIES I WILL NEED:' field. The form also includes a section for 'SUPPORTING YOUR OWN DEVELOPMENT' with a sub-header 'Talent Development, Human Resources'.

# 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>



FAST TRACK FOR NEW  
SUPERVISORS



BUILDING BLOCKS FOR  
MANAGERS



VIRTUAL LEARNING CENTER



ON TOPIC



PROFESSIONAL  
DEVELOPMENT CIRCLES



HUMAN RESOURCES  
VIRGINIA TECH



# 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



*Must meet all requirements*

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

# 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

[hr.vt.edu](http://hr.vt.edu)