Faculty Affairs and Academic Leadership

ACADEMIC LEADERS PROGRAM, AUGUST 16, 2019

VIRGINIA TECH
"Our team serves to promote academic quality and advance the strategic goals of Virginia Tech by providing academic leadership, service, and effective management of university resources."

Dr. Cyril Clarke, Executive Vice President and Provost

- **Academic Colleges**
  - Agriculture and Life Sciences
  - Architecture and Urban Studies
  - Business
  - Engineering
  - Liberal Arts and Human Sciences
  - Natural Resources and Environment
  - Science
  - Veterinary Medicine
  - Virginia Tech Carilion School of Medicine

- **Honors College**

- **University Libraries**

- **Moss Arts Center**

- **Academic Vice Presidents**
  - Graduate Education
  - Health Sciences and Technology
  - Inclusion, Diversity, and Strategic Affairs
  - Outreach and International Affairs
  - National Capital Region
  - Student Affairs

- **Vice Provosts**
  - Academic Resource Management
  - Enrollment Management
  - Faculty Affairs
  - Learning Systems Innovation and Effectiveness
  - Undergraduate Academic Affairs
My History

- University of Kansas, Ph.D., Clinical Child Psychology, 1983
- Johns Hopkins University School of Medicine
  - Instructor, 1983-84; Assistant Professor, 1984-87
- Virginia Tech
  - Assistant Professor, 1987-92; Associate, 1992-98; Professor, 1998-
  - Chair of Psychology, 1996-2006
  - Associate Dean, College of Science, 2006-10
  - Associate Provost for Faculty Affairs, 2010-13
  - Vice Provost for Faculty Affairs, 2013-
Faculty Affairs Team

- Jack Finney
- Ellen Plummer
- Rachel Gabriele
- Peggy Layne
- Amy Hogan
- Sara Leftwich
- Barbara Lockee
- Anna LoMascolo
- Leah Taylor
- Cyndi Hutchison
- Leslie Sullivan
- Judy Taylor
Faculty Affairs

Recruitment

Faculty Policies and Practices

Retention

Personnel Matters

Faculty Development

Leadership Development
Ellen Plummer
Associate Vice Provost

**Strategic Governance**
- Policy Development Support
- Board of Visitors
- Faculty Handbook

**School of Medicine**
- Integration support
- Governance

**The Women’s Center**

**Mentoring**
- New Faculty Mentoring Grant (pre-tenure)
- Ad-hoc mentoring consultation/workshops
Anna LoMascolo
Co-Director, Women’s Center

AdvanceVT/Women’s Center Leadership Lunch Series
VT Women’s Alliance and Caucus
The Virginia Network
Gender@VT Task Force
Welcome Reception for New Women Colleagues
Women’s Leadership & Mentoring Program (WLMP)
Rachel Gabriele
Assistant Provost

Recruitment and Retention
- Work-Life Liaisons
- New Faculty Socials
- Academic Analytics

Faculty Policies
- Endowed
- Emeritus
- Faculty Research Leaves
- Voluntary Transitional Retirement Program
- Paid Parental Leave

Mentoring
- New Faculty Mentoring Grant (pre-tenure)
- Faculty Writing Group Grant (post-tenure focus)
- Faculty Writing Retreats
Leah Taylor
Director of Human Resources

- Recruitment of Faculty and Staff
- Professional Development
- Personnel Changes and Matters
Welcome, Ms. Peggy Layne
Office of the Executive Vice President and Provost
pjoyland01@vt.edu
ORCID: 0000-0001-3540-0380

My Actions (3)

- There are 2 publications for you to claim or reject
- Record evidence of the impact of your work
- Continue your DALS 2017 annual review assessment

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### Promotions to Professor since 2000

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<thead>
<tr>
<th>Years as Associate</th>
<th>Number of Individuals Promoted</th>
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**Work/Life Policy Utilization at Virginia Tech**

**AdvanceVT WorkLife Initiatives**

- Extension of the Tenure Clock
  - A department can request the extension of the tenure clock for an individual or a faculty member.

- Modified Duties
  - Modified duties are available for faculty members to manage life events.

- Part-time Tenure-Track
  - Development of a new faculty track for part-time tenure-eligible faculty.

**Dual Career Program**

- Faculty couples can also be considered for tenure-track positions at Virginia Tech.

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**Child Care Partnership**

- Partnerships with other institutions to provide child care services.

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**Ongoing WorkLife Initiatives**

- Continued support for faculty by providing training and resources.

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**Advancement and Promotion**

- Continued support for faculty advancement and promotion.

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**Part-Time Tenure-Track**

- Faculty in this track are able to continue their academic career.

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**Trends in Tenure-Track Faculty**

- Data on the demographics and trends in tenure-track faculty at Virginia Tech.
Sara Leftwich
Manager, Dual Career and Special Projects

- Not just for dual career faculty positions but also staff and community jobs
- ~100 candidates per year
- Assistance at other campuses (NCR, Roanoke)
- Moving & relocation website

https://www.hr.vt.edu/jobs/dual-career.html
Amy Hogan
Assistant Provost

Academic Leader Development
- Academic Leaders Program
- Leaders Lab
- ACC Academic Leaders Network
- Coaching

Senior Leader Support
- Recruitment
- Two-Year Checkpoint
- Periodic Review

Faculty Recognition
- Academies of Faculty Leadership and Service
- Alumni and University Distinguished Professors
- External Faculty Awards

“Other Duties As Assigned”
## Center for Excellence in Teaching and Learning

**Kim Filer and Danielle Lusk**

### Services

<table>
<thead>
<tr>
<th>Services</th>
<th>Programs</th>
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<tbody>
<tr>
<td>Instructional Consultations</td>
<td>Principles of Effective Teaching Certificate Program</td>
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<td>Teaching Observations</td>
<td>Faculty Learning Communities</td>
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<td>Mid-Semester &amp; End of Semester Feedback</td>
<td>Conference on Higher Education Pedagogy</td>
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<td>SoTL Consultations (and Writing Retreat)</td>
<td>Instructional Grants and Awards</td>
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<td>Program/Departmental Consultations</td>
<td>Book Clubs</td>
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<td>Teaching Philosophy Support</td>
<td>Workshops</td>
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We’ve moved! 3080 Torgersen Hall
Jack Finney
Vice Provost

- Faculty Hiring Plans
- Diversity
- Faculty Start-Up
- Dual Career Program
- Senior Administrator Searches
- Work-Life Liaisons

- Faculty Compensation
- Research Leaves
- Modifying Teaching/Research Responsibilities
- Workshops for Promotion and Tenure and Promotion to Professor

- Department Heads Council and Exec Committee

- University Governance
- Promotion & Tenure
- Investigations, discipline, and grievances
- COACHE and HR Climate Surveys
- Work Life policies and initiatives