

INTRODUCTION

Improving university work/life policies has been a major focus of AdvanceVT since Virginia Tech received an NSF ADVANCE Institutional Transformation grant in 2003. In order to continue to make progress in this area and improve job satisfaction for faculty across Virginia Tech, AdvanceVT tracks the utilization of university work/life policies by eligible faculty members on an annual basis.

TUITION ASSISTANCE

- ❖ Salaried employees who have been with the university for at least 90 days are eligible to apply for tuition assistance. The program applies to full- and part-time salaried employees who wish to take credit courses at Virginia Tech or other accredited institutions.
- ❖ Salaried Full-time employees are eligible to have tuition waived or reimbursed up to 12 credit hours per academic year (fall through summer II), not to exceed six hours in a fall, spring, summer I, or summer II term.

CHILD CARE PARTNERSHIP

- ❖ To meet the growing demand for high-quality, affordable child care services for the children of university employees, Virginia Tech and other partners entered into an agreement to support the expansion of a locally owned and operated child care facility in August 2009.
- ❖ This partnership has provided an additional 246 high-quality child care slots in the local area, with 60% of the spaces in the new facility reserved for Virginia Tech families.
- ❖ A total of 99 children have been enrolled at the new and existing facilities through the Virginia Tech agreement as of summer 2016.



DUAL CAREER PROGRAM

- ❖ Virginia Tech recognizes that meeting the needs of today's professional couples is a key factor in recruiting and retaining new faculty members. The Dual Career Program hopes to bring a new level of support to couples and their families when considering employment opportunities within the University and the surrounding community.
- ❖ Between 2006-07 and 2016-17, over 850 faculty cases were referred to the dual career assistance program through the Human Resources/Provost Office's partnership. Approximately 87% of these cases were recruitment-related and 13% were related to the retention of existing faculty.
- ❖ Over 25 new dual career faculty hires were facilitated by the Provost's Office and Human Resources in 2016-17. The overall retention rate for dual career hires employees as of July 2016 was 87%.

"Without [the dual career program] we would not have come. I think it's critical because lots of people have spouses that are also in research or in the same area, so they will only come if you hire both. So, if you have a program like that, it's really important to get people here."
– recent faculty hire

HOKIE WELLNESS

- ❖ Hokie Wellness provides prevention services, education, outreach, and resources to employees and students. The department strives to educate and empower every Hokie to take an active and engaging day-to-day approach to their wellness in order to enjoy a long, healthful, and purpose-filled life.
- ❖ Programs include:
 - Annual Health and Benefits Fair
 - Elder Care Symposium
 - Finding Balance Conference
 - Hokies Live Well (Move Well, Eat Well, Relax Well, Be Well)

Acknowledgments

AdvanceVT was initiated with support from the National Science Foundation (Grant #SBE 0244916). Any opinions, findings, conclusions or recommendations expressed are those of the authors and do not necessarily reflect the views of the National Science Foundation.

For more information: www.advance.vt.edu or email advancevt@vt.edu