

NEWS & INFORMATION

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 VirginiaTech
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Commonwealth of Virginia Office of Governor Terry McAuliffe

The following is an open letter to all state employees sent on Jan. 13.

On Jan. 13, Governor McAuliffe announced a series of legislative proposals aimed at ensuring that every Virginian has equal opportunity to succeed and contribute to the Commonwealth's economic growth. The policies outlined in the Governor's Equal Opportunity Agenda build upon the progress the McAuliffe Administration has made during its first year to create an environment that is open and welcoming to all who want to live, work, or start their businesses here.

Governor McAuliffe's full equal opportunity agenda is outlined below:

-- Create a more inclusive environment for LGBT Virginians and business owners

More than 90% of Fortune 500 companies have anti-discrimination clauses for LGBT employees, and Governor McAuliffe decided Virginia should do the same, which is why his first action in office was to ban discrimination in the state workforce based on sexual orientation. After Virginia legalized same-sex marriage, Governor McAuliffe immediately moved to ensure that same-sex spouses were entitled to the same benefits as other married couples, and today Governor McAuliffe is taking another step to ensure that Virginia's laws do not discriminate by proposing that all sections of the Virginia code related to marriage that reference "man and woman" or "husband and wife" be changed to "spouse."

-- Ensure that women are paid the same as men for equal work by strengthening Virginia's equal pay laws

Today, women are paid just 79 cents for every dollar a man makes in Virginia. When women make up 50% of our population and our workforce, that isn't just unacceptable; it's hurting Virginia's economic future. Governor McAuliffe is proposing to ensure that women are paid the same as men for equal work by raising the penalty that employers who have violated equal pay laws must pay from two to three times the lost wages of the employee.

-- Encourage all Virginians to achieve greater economic success by promoting safe work, school and home environments

Building a new Virginia economy is dependent on protecting all Virginians from the threat of sexual and domestic violence. Governor McAuliffe is proposing that Virginia address the issues of sexual assault on college campuses by directing the

State Council of Higher Education for Virginia (SCHEV) to assist in the development of updated sexual misconduct policies at all Virginia public institutions of higher education by July 31, 2015. In developing these new policies, SCHEV is asked to take the Governor's Task Force to Combat Sexual Violence on College Campuses' recommendations into consideration. Additionally, the Governor is proposing that all public colleges and universities document on a student's academic transcript any dismissal from the institution for violation of the school's sexual misconduct policy, student code of conduct, or the university's honor code.

Governor McAuliffe is also proposing that Virginia protect survivors of domestic violence, sexual assault, and stalking by allowing them leave from work to do the following: seek treatment by a health care provider for injuries; seek services from shelters, rape crisis centers, and social services programs; receive mental health counseling; or plan to temporarily or permanently relocate for safety purposes. Governor McAuliffe's proposal also extends this protection to survivors' family members who are assisting them with any of the aforementioned actions.

-- Ensure a diverse and open business environment by taking politics out of health care decisions between women and their doctors

Governor McAuliffe believes that it is harmful to the Virginia economy when politicians inject themselves in decisions that should be left between a woman and her doctor. That is why Governor McAuliffe is proposing to repeal the 2012 Virginia law that requires all women to undergo a mandatory ultrasound before seeking pregnancy termination.

President Timothy Sands announces creation of Advancement Division

The following is an open letter to the university community from Virginia Tech President Timothy Sands:

Dear colleagues,

As the university looks toward strengthening resources to support and enrich all of the programs that deserve critical support, we will depend more than ever on the university's "advancement" program.

Cultivation of support through the engagement of alumni and other friends in activities will be essential. Effectively communicating the needs of the university and its individual programs to many constituencies is equally compelling. Securing financial support from alumni and friends will strengthen and expand programs, grow our endowment, and provide a stronger financial foundation for our future.

With a view toward strengthening our advancement program, I am asking Tom Tillar, who currently serves as vice president for alumni relations, to assume the role of interim senior vice president for advancement effective Feb. 2.

In this capacity, Tom will begin to implement a traditional advancement model comprised of all University Relations, University Development, and Alumni Relations staffs with specific strategies that will ultimately move us closer to our

next major campaign effort. While there is no specific timetable or dollar goal for a future campaign, it is critical that an advancement team of professionals move swiftly toward taking the necessary steps to lay groundwork for a campaign.

As many of you may know, Tom has been with the university his entire professional career, which began in 1971. He completed his bachelor's degree, master's degree, and doctoral degree from programs that are now a part of the College of Science and the College of Liberal Arts and Human Sciences. In addition to alumni relations, his early career with the university included two years in development as director of corporate and foundation support, and 11 years as director of annual giving.

He was named director of alumni relations in 1991 and vice president in 1996. He also has overseen a number of publications, including a magazine for the alumni association, and currently edits a section within the Virginia Tech Magazine.

Tom will continue to oversee the programs in Alumni Relations and also work closely with the leadership of both University Development and University Relations to create and oversee an advancement organization. He will remain in this interim role until a permanent vice president for advancement is named and begins to serve as the vice president responsible for all fund raising, alumni relations, and communications.

I am grateful to all staff who serve in the three areas that will consolidate to form this new advancement staffing model. Further, I urge all associated with the university, who may be called upon, to provide assistance to Tom and his colleagues in their efforts to create a new advancement organization.

Updated event information on Martin Luther King celebration

The most current event information for the ten-day celebration honoring Martin Luther King can be found at www.dos.vt.edu/mlk.html.

-- **Children's book drive- Jan. 19-Feb. 2**

To benefit Smart Beginnings New River Valley Reading Hour, a local early-childhood literacy and mentoring program. Collection boxes located in Squires Student Center Atrium, the VT Engage office (110 New Hall West), Newman Library, Blacksburg Public Library, and Bookholders in Blacksburg. Sponsored by VT Engage.

-- **Keynote speaker: Jerry Gaines- Tuesday Jan. 27, 7 p.m., Squires Student Center Haymarket Theater**

Jerry Gaines, a 1971 graduate of Virginia Tech, was the first full-scholarship African-American athlete to attend the university and the first African-American to be inducted into the Virginia Tech Sports Hall of Fame.

-- **A Conversation on Race: Diversity and Inclusion on Campus -Wednesday, Jan. 28, 6:30 to 8 p.m., Squires Student Center Old Dominion Ballroom**

Students and community members seeking a healthier campus climate are invited to this interactive dinner and dialogue. Sponsored by InterVarsity Graduate Christian Fellowship and the Division of Student Affairs.

-- **Reclaiming the Martin Luther King I Knew -Thursday, Jan. 29, 6 p.m., 345 Squires Student Center**

Wornie Reed, professor and director of Virginia Tech's Race and Social Policy Center, will share memories of his interactions with King, a person often depicted as a peaceful dreamer, but as Reed notes, was actually the opposite. Sponsored by VT Engage

-- **Student-led gospel concert- Friday, Jan. 30, 6:30 to 8 p.m., McBryde 100**

Student and community groups will perform to honor the legacy of Martin Luther King, Jr.

Employees at maximum carry over limits to lose fewer annual leave hours

Virginia Tech employees, who have reached their maximum annual leave carry over limit, will lose fewer annual leave hours as a result of a new interpretation of the state policy.

Previously, the maximum leave carry over amount was defined after the leave accrual for the 12/25-1/9 pay period was applied to the balance. Now, the maximum leave carry over amount will be calculated prior to the leave earned during the period of 12/25-1/9. The hours for 12/25-1/9 will then be added to the employee's existing leave balance.

This change in policy means employees who are near the maximum carry over limit will lose fewer annual leave hours. Under the new application of the policy, a staff employee with an annual leave balance of 192 hours will be able to carry over a total of 196 hours (the maximum 192 + 4 hours earned for 12/25-1/9).

Employees will be able to see the amount of annual leave that was carried over to 2015 the week of January 26, 2015.

Detailed information about leave accrual and maximum carry over amounts is available at www.hr.vt.edu. For more information, contact the Department of Human Resources at 540-231-9331.

English classes available for international spouses and partners

A new program allows the spouses and partners of Virginia Tech's international students, faculty, employees, visiting scholars, and other affiliates to take English classes at the Language and Culture Institute.

Eligible spouses and partners can participate in the institute's Intensive English Program, which offers instruction in all skill areas, including listening, speaking, reading, writing, and pronunciation, from beginning through advanced proficiency levels.

Individuals in F-2, H-4, J-1, and J-2 statuses are eligible.

The cost is \$50 per class. Course books must be purchased separately.

For more information, including details on how to sign up, visit www.lci.vt.edu/spouses or call 540-231-9192.

This program is an InclusiveVT initiative sponsored by the vice president for outreach and international affairs.

Free heart screenings will be offered Jan. 24 on campus

The Ryan Lopynski Big Heart Foundation, in partnership with Carilion Clinic Cardiology, will conduct free Electrocardiogram (EKG) screenings for adolescents and young adults from 9 a.m. to 3 p.m. Jan. 24 in McComas Hall.

An EKG is a noninvasive, painless test that records the electrical impulses of the heart. One test can discover a deviation from regular heart activity. The results are reviewed on site by cardiologists and sports physicians. The test takes seven minutes and could potentially be lifesaving. Register at www.ryanlopynski.org/events/heart-screening-at-virginia-tech/.

For more information, contact Megan Hughes at 540-231-6184.

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