VIRGINIA TECH NEWS

NEWS & INFORMATION

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VIRGINIA TECH™

V2022 faculty and staff salary and merit increases

The Virginia Tech Board of Visitors and Commonwealth of Virginia have approved a 5 percent pool to increase the compensation of our valued employees.

Virginia Tech's compensation program was approved by the Board of Visitors on June 14. The Commonwealth of Virginia budget, which includes the compensation program, was approved June 21.

Following these approvals, earned increases for calendar year faculty and university and classified staff are effective July 10, 2022, and employees will see any increase in their Aug. 1, 2022 paycheck. Academic year faculty earned increases are effective Aug. 10, 2022, and employees will see any increase in their Sept. 1, 2022 paycheck.

To be eligible to receive merit pay:

- Faculty must have been hired by Dec. 10, 2021, to be eligible, and merit increases were informed by the content of their Faculty Activity Report.
- University staff must have been hired by March 10, 2022, and have at least an "acceptable/developing" performance level on their most recent evaluation. University staff merit increases were based upon a review of performance evaluations.
- Eligible classified staff received a base salary increase of 5 percent as these positions are governed by the state.

Employees who are receiving an increase will receive a notification prior to the increase effective date. See the table at **https://vtx.vt.edu/notices/2022/06/hr-provost-2022-salary-merit.html** for additional information on how Virginia Tech's compensation program will be implemented.

In addition, the Commonwealth of Virginia budget includes a one-time $1,000 bonus to be paid to eligible full-time faculty and staff on Dec. 1, 2022, as well as a compression adjustment for eligible sworn police officers. More information will be shared at a later date about these adjustments.

If you have questions about the 2022 compensation program, please contact your supervisor or department's human resources representative.

Expanded eligibility for Virginia's child care subsidy extended through June 2024

Expanded eligibility for Virginia's Child Care Subsidy Program has been extended through June 30, 2024. If you have at least one child who hasn't started kindergarten yet, you may qualify for the program.

Financial help is available to families whose income is below 85 percent of the state median income — for instance, a family of four earning $7,412 a month. Your current child care provider may already be a vendor for the program and assistance is also available for other children in the family that are under age 13 if your family meets all the other non-fiscal criteria.

Parents will also continue to qualify for care while searching for employment.

Visit **https://www.doe.virginia.gov/cc/parents/index.html?pageID=4** to apply or learn more about Virginia's Child Care Subsidy Program. For help finding child care, contact the Child Care Aware of Virginia referral specialist at **https://vachildcare.com/find-quality-childcare/request-child-care-form/**.

Register now for July Hokie Wellness programs

Hokie Wellness offers a range of programs during July. They include:

July 11, 12-1 p.m., EAP and LiveHealth Online Information Session: Learn more about the Employee Assistance Program, how to get connected, and what resources EAP has to offer. This session will also include a brief demonstration of LiveHealth Online, a robust telehealth platform that provides Anthem COVA Care members access to a variety of medical professionals including board-certified physicians, licensed therapists, psychologists, psychiatrists, allergy specialists, and more. Registration is required.

July 12, 1-2 p.m., Exploring Emotions with Mindful Journaling: During this in-person session we'll explore the intersection of mindfulness/meditation and emotional awareness. Participants will have time to individually engage in guided journaling as well as collective group discussion about the "what," "why," and "how" of our unique emotional experiences. Registration is required. Free journals will be available; location of the program will be provided prior to the date.

July 14 and July 26: REVIVE! Opioid Overdose Reversal Training: Anyone can experience and develop an addiction. Learn more about opioids

and addiction, and how to respond in an emergency – and possibly reverse an opioid overdose. You will receive a REVIVE! emergency response kit and the opioid overdose reversal drug Narcan (Naloxone) free of charge. Register here or email **anniecw@vt.edu**. Details about the trainings and directions to the training locations will be provided approximately one week prior to each event.

July 19, 11:30 a.m.-12:30 p.m.: Sleep Better Techniques: How is your sleep? Do you wish you could get more? Are you satisfied with the quality of your sleep? At one point or another, everyone will have to deal with sleep problems, such as sleep deprivation, sleeplessness, and/or sleep disturbances. This virtual program will provide information on what happens when you sleep, along with tips on how to start reaping the benefits of great sleep. Registration is required.

July 21, 8:30 a.m.-4:30 p.m.: Mental Health First Aid: This in-person training helps you assist someone experiencing a mental health or substance use-related crisis. The free program consists of pre-training, participant manuals and processing guides, and a three-year certification. By signing up for the course, you will be expected to complete the pre-work at least two days prior to the instructor-led session. Registration is required and closes seven days prior to the training date. Visit the Mental Health First Aid web page to learn more about the program. Questions may be directed to Hokie Wellness at **hokiewellness@vt.edu**.

July 26, 10-11 a.m.: Self-Care or Treat Yo'self: How do you know if your current self-care practices are genuinely effective and sustainable? In this highly interactive virtual workshop, we'll work step-by-step through a self-care plan. You'll learn how to assess your current coping skills, develop work-life balance, and explore effective practices like mindfulness/meditation. This workshop is discussion based, and participation is encouraged. Registration is required.

July 27, 12:30-1 p.m.: Guided Meditation: Spend 30 minutes of your day practicing a variety of guided meditations that may help relieve stress and anxiety and energize your day. Registration is required.

July 28, 2-3 p.m.: Getting Your Dose of Vitamin G: How Gratitude Improves Well-being: Research tells us that practicing gratitude has multiple positive benefits for health and well-being. But what does it actually mean to practice gratitude? How can we develop the habit? In this virtual program, you'll learn about strategies to cultivate gratitude in ways that feel accessible and nourishing. Registration is required.

For registration links, visit **https://vtx.vt.edu/notices/2022/06/hokie-wellness-2022-july-programs.html**.

Hokie Wellness to offer summer REVIVE! opioid overdose emergency response trainings

JThe opioid epidemic is a public health crisis and has claimed the lives of over 1900 Virginians in the year of 2020 alone. Although the current pandemic remains an emergency, the risk for overdose does not decrease, and in fact, typically increases during times of stress and crisis.

Any person, no matter their age, income, or any other demographic, can experience an overdose or develop and struggle with addiction. Knowing how to respond and possibly reverse an opioid overdose can save someone's life and might help them access needed resources for recovery!

Come learn more about opioids, addiction, and how to respond in an emergency by taking a "REVIVE!" training with Hokie Wellness. You will receive a REVIVE emergency response kit and the opioid overdose reversal drug, Narcan (Naloxone), to take with you free of charge. More information and instruction for use of Naloxone is provided during the training.

Register now for REVIVE! training through Hokie Wellness: **https://tinyurl.com/SummerRevive22**

Summer Sessions:
- Thursday, July 17, 10:00 a.m.-12:00 p.m., North End Center, Room 2420
- Tuesday, July 26, 2:00-4:00 p.m., Virtual Session w/ low-contact in-person pick-up option
- Wednesday, Aug. 10, 11:00 a.m.-1:00 p.m., McComas Hall 198

Free one-on-one nutrition guidance

Seeking nutrition guidance? Interested in learning how to make food choices that support a sustainable, healthy lifestyle?

The Department of Human Nutrition, Foods and Exercise at Virginia Tech offers individualized nutrition counseling services facilitated by nutrition and dietetics graduate students, FREE to any interested students, faculty, or staff. Summer counseling sessions run through Aug. 12.

Visit **https://www.hnfe.vt.edu/nutrition_counseling.html** to sign up today.

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