

Virginia Tech Work/Life Policies

August 2018



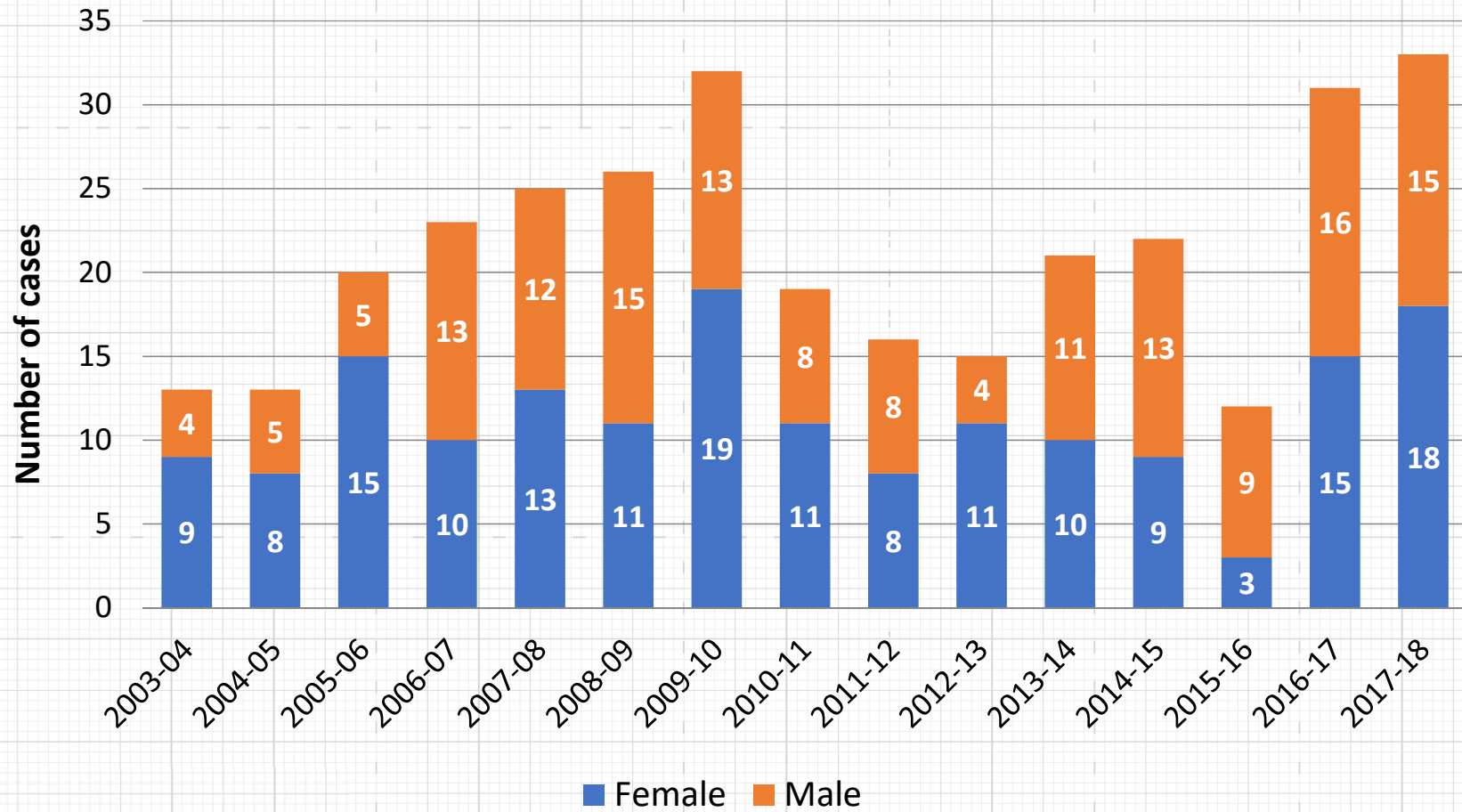
AdvanceVT Work-Life Initiatives

- Tenure Clock Extension
 - Revised 2006
 - Automatic extension for new parents
- Modified Duties
 - Adopted 2006
 - One semester flexible assignment
- Dual Career Program
 - Office established fall 2005
 - Guidelines, assistance, bridge funding
- Child Care Partnership



Megan Dolbin-MacNab, Assistant Professor, Human Development, was the first to use the modified duties policy

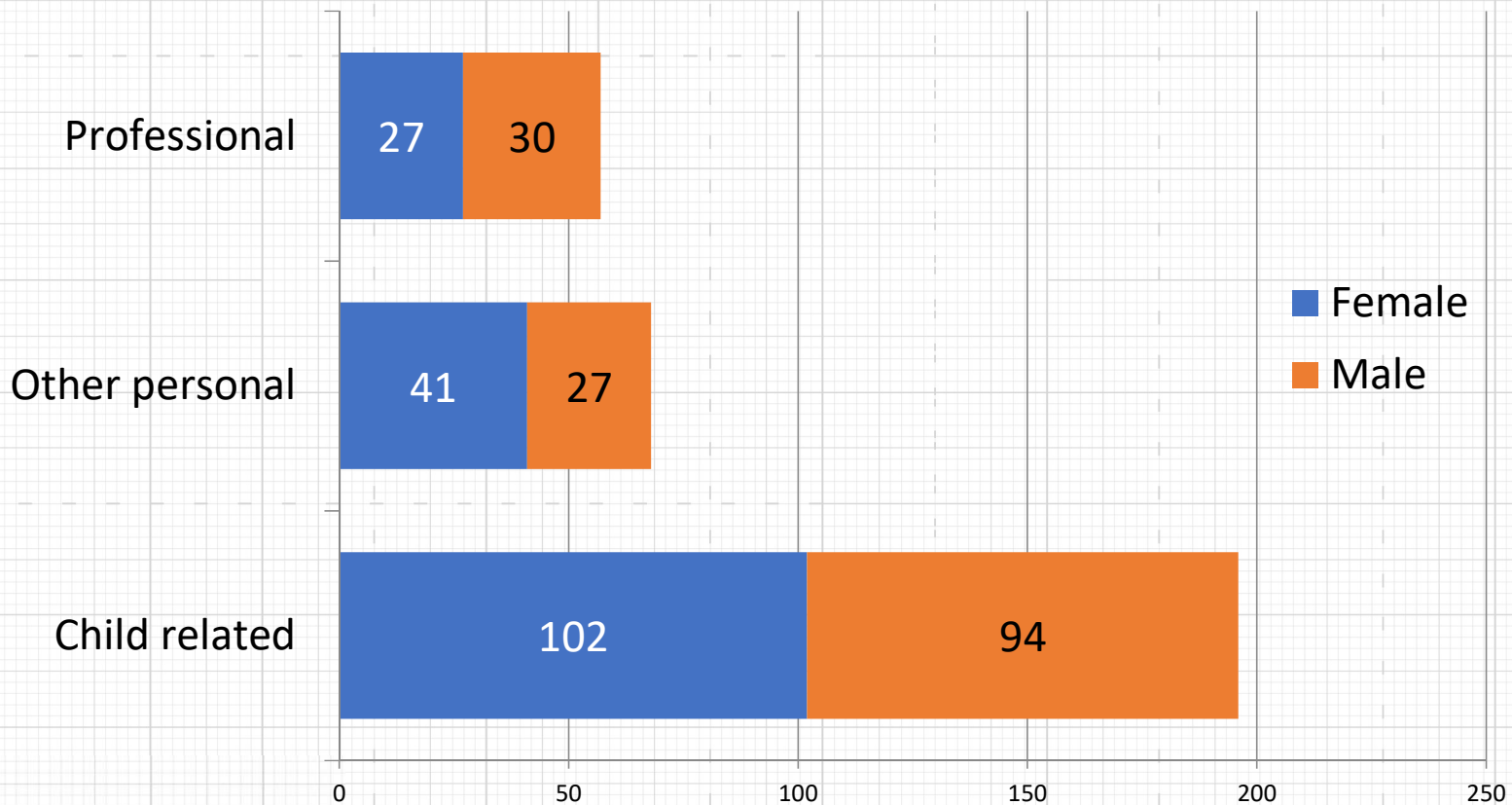
Tenure Clock Extension



N=321 requests

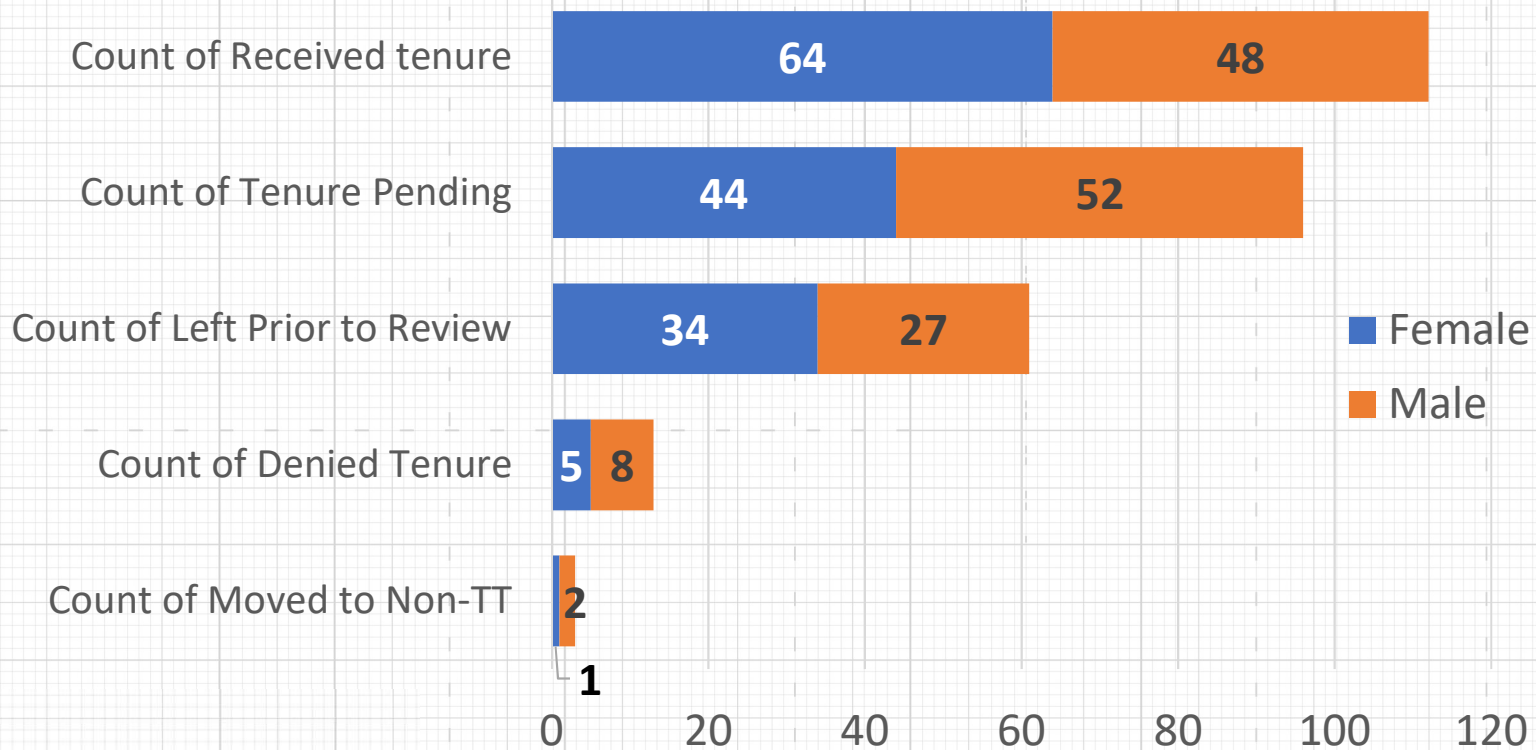


Reasons for Tenure Clock Extension 2004 - 2018



Tenure Clock Extension Career Outcomes

Extension requests from 2004-2018, N=285 individuals



Modified Duties

	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18
Child-birth or adoption	4	11	5	8	9	11	9	18	19	11	17	16
Personal health	0	2	1	0	4	2	5	2	5	3	3	3
Other	0	5	0	2	0	3	1	3	7	2	3	6
Total	4	18	6	10	13	16	15	23	31	16	23	25

Total number of requests: 200

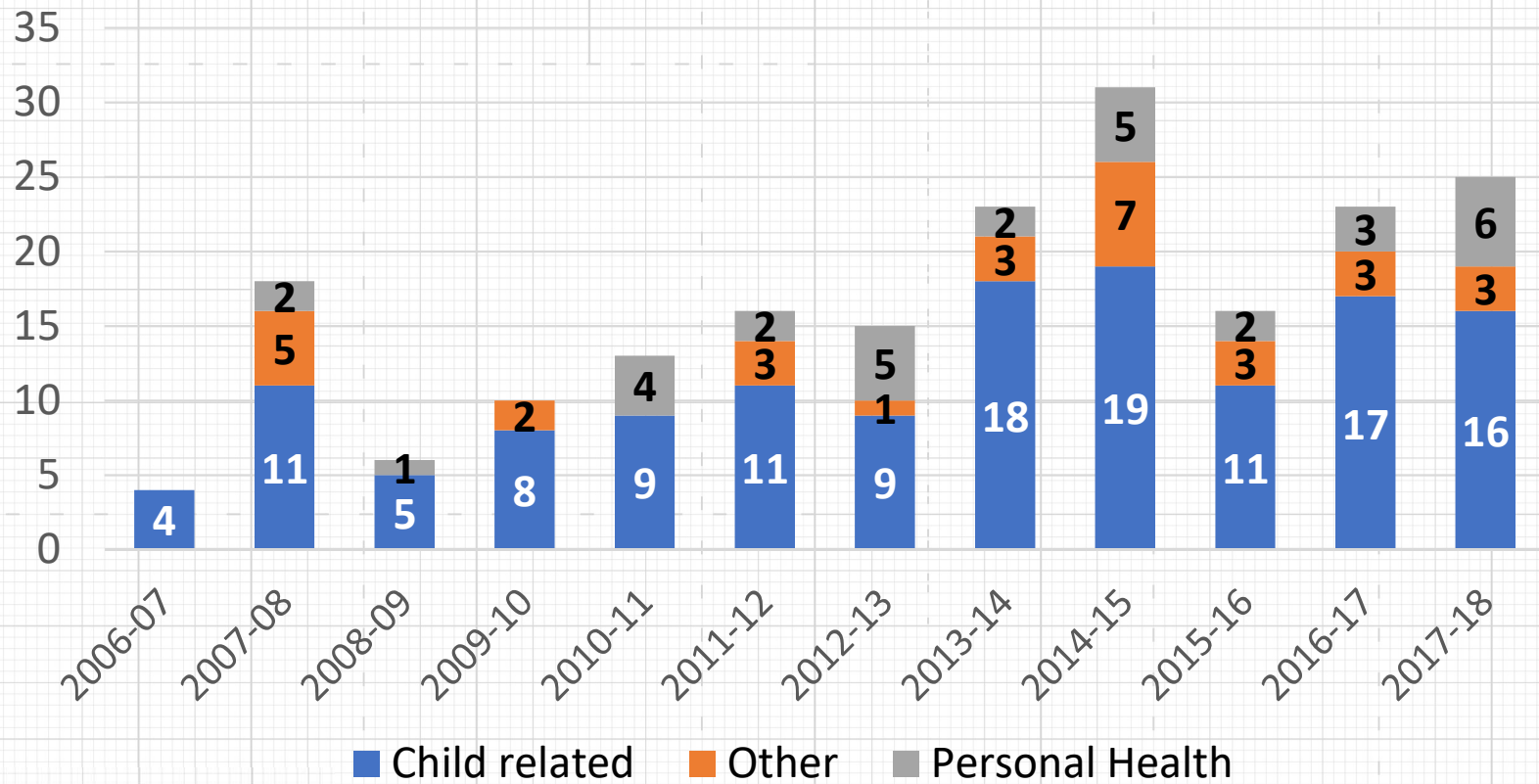
Total number of individuals: 166

(99 women, 67 men)

(34 individuals with multiple requests)

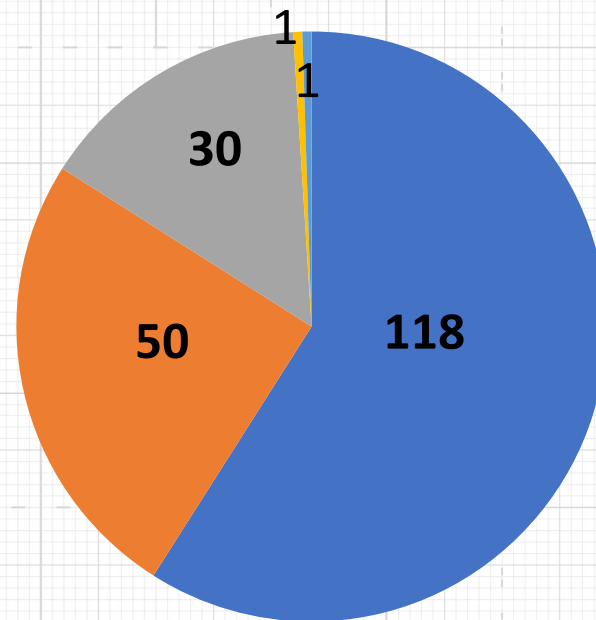


Modified Duties 2007 - 2018



N = 200

Modified Duties 2007 – 2018 by rank



■ Assistant ■ Associate ■ Professor ■ Senior Instructor ■ Instructor

N = 200

Dual Career Program

Faculty cases facilitated by the Provost's Office
N = 160

	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	Total
New Dual Career Faculty Hires	12	10	6	8	3	18	27	8	11	20	16	21	160
Still at Virginia Tech in July 2018	8	6	2	6	3	12	20	6	10	20	16	21	130

81% of primary hires and 73% of secondary hires are still at Virginia Tech



Dual Career Program

Cases through the Provost/HR Partnership

	05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18
Recruitment Cases	59	44	30	26	37	67	90	74	96	84	87	82	90
Retention Cases	7	21	9	13	4	5	3	17	7	12	8	12	8
Total Cases/Year	66	65	39	39	41	72	93	91	103	96	95	94	98

“Without it, 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.”

- New Faculty Member



Child Care Partnership

Children placed with Rainbow Riders through Virginia Tech agreement
(does not include College of Engineering contract)

Contract Year	Infant (0-1 ½ yrs)	Toddler (1 ½ - 3 yrs)	Preschool (3 yrs to school age)	School-age*	Totals
2009-10	2	7	2	-	11
2010-11	2	4	2	1	9
2011-12	3	4	5	1	13
2012-13	6	4	4	1	15
2013-14	5	3	2	-	10
2014-15	4	13	5	-	22
2015-16	4	10	5	-	19
2016-17	8	4	3	-	15
2017-18	2	3	2	1	8
Totals	26	45	25	3	122

*before & after care, holidays, snow days, summer

