

NEWS & INFORMATION

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Board of Visitors approves salary plan

At a special session held August 5, the Virginia Tech Board of Visitors Executive Committee approved a salary compensation plan providing merit funds for faculty positions.

Under the plan a merit pool of 3.5 percent for teaching and research faculty was approved. Because it is a merit increase, the percentage of individual raises will vary.

The state, which funds only a portion of personnel compensation, authorized 2.5 percent for teaching and research faculty during the 2015 General Assembly. The university and colleges contributed additional monies increasing the merit pool. A 2 percent pool was authorized for administrative and professional faculty.

In accordance with the Commonwealth of Virginia's Appropriations Act, Virginia Tech will provide all eligible classified and university staff employees a 2 percent salary increase. Classified staff with five or more years of continuous state service as of Aug. 10, 2015, are eligible for a salary compression increase of \$65 for each year of service up to a maximum of 30 years or \$1,950.

All salary actions become effective Aug. 10 and will appear in Sept. 1 paychecks.

The board's Executive Committee met in special session because the full board was unable to take action at its regular meeting in June. Because of a provision in the 2015 Appropriations Act, the state could not release funds until the state finance director certified that the state met revenue projections for the year.

Employee Dashboard allows employees to view and edit personal, job information online

Employees now have the opportunity to review and update their personal and job information in one central location.

By logging into the Employee Dashboard (from www.hr.vt.edu), employees can also review their employment type, overtime eligibility, start date, job description, and leave category.

For new employees, the tool allows them to track their progress in completing required and optional tasks before the deadlines. New employees also have the ability to see if any optional tasks or benefits are active and enroll if they wish. Current employees can also use the dashboard to check on whether they have completed or waived required and optional tasks. When a task is marked complete, the benefit is active

or the required forms are complete. If a task is marked incomplete, employees are given the opportunity to waive the task or complete the task by enrolling in the program (if currently available).

-- Required tasks include required paperwork (I-9, direct deposit, tax forms, health insurance, retirement selection, emergency training, prior state service, protected veterans status, degree verification, and Title IX training).

-- Optional tasks include enrollment in Legal Resources, supplemental life insurance, long term care, accidental death and dismemberment, and the 403(b) tax deferred savings plan and the 457(b) deferred compensation plan.

The Department of Human Resources will continue to update the dashboard and plans to add several news features in the coming academic year.

For more information contact the HR Service Center at 540-231-9331.

Open enrollment for Legal Resources

Employee who would like to enroll (or un-enroll) in Legal Resources may do so now, during the annual open enrollment period, which ends September 30. All changes made during open enrollment will be effective October 1.

Legal Resources protects employees, spouses, and dependent children (up to age 19 or 23 if enrolled as a full-time student) from paying the high cost of attorney fees associated with everyday life events. Legal Resources covers 100 percent of the attorney fees for full covered legal services, including, but not limited to: family law, will and estate planning, criminal matters, traffic violations, identity theft, and real estate.

Individuals who would like to attend an informational session about the benefit can register online at www.training.vt.edu. Click "view by alpha" and search for "Legal Resources Open Enrollment."

For more information contact the HR Service Center at 540-231-9331.

Eligible employees now have access to doctors online

Employees enrolled in COVA Care, COVA HDHP, COVA HealthAware, and Kaiser Permanente can now have a one-on-one visit with a doctor using a mobile device or computer with a webcam – any time, 24 hours a day. Depending on the plan, the cost is the same or less than a primary care physician visit.

COVA HealthAware participants: a Teladoc Welcome Kit will be mailed to home addresses.

For more information on what each plan provides, visit www.dhrm.virginia.gov/healthcoverage/online.doctorvisits.

Registration opens for diversity and professional development courses

Registration is now open for the fall 2015 professional development offerings hosted by University Organizational and Professional Development (UOPD).

More than 50 courses will be offered this semester, including dozens of

free office software skills classes. Employees are encouraged to register as soon as possible for any class they would like to attend. Several of the courses are highly sought after and fill up quickly.

Learn more and register at www.uopd.hr.vt.edu.

For more information, contact University Organizational and Professional Development at 540-231-5100.

Faculty, staff eligible to take free foreign language classes

All faculty and staff are eligible for foreign language conversation courses at the Language and Culture Institute. We offer classes in Chinese, French, Spanish and German.

Participation is free, though course books must be purchased separately.

In cooperation with the Department of Foreign Languages and Literatures, the classes are made possible by support from the offices of the Vice President of Outreach and International Affairs and the Vice President for Research.

Classes take place at the Language and Culture Institute at 820-840 University City Blvd. in Blacksburg, across from the University Mall and behind the Rite Aid. Parking is readily available and does not require a permit.

Classes begin September 8, with Monday classes beginning September 14. There is no formal registration procedure, but you may sign up by contacting the instructor directly.

For contact information and class schedule visit www.lci.vt.edu/faculty-staff/foreign-language-classes/.

Cultural Connections Directory available

The 2015-16 Cultural Connections Directory (www.hr.vt.edu/oea/affirmative-action/resources/documents/cultural-connections-directory.pdf) is a tool to help all members of the community feel at home by providing a list of businesses, churches, and other organizations in the New River Valley and Roanoke, Virginia, that are owned or primarily patronized by Blacks/African-Americans, Hispanics/Latinos, and Asians.

The directory is produced by the Office of Equity and Access in the Department of Human Resources and is updated annually.

For more information contact the HR Service Center at 540-231-9331.

Staff required to report all outside employment

University policy 4070 (Additional/Outside Employment Policy) requires staff who have outside employment, or additional Virginia Tech employment, to complete a form (www.apps.hr.vt.edu/hr/downloads/forms/Additional_Outside_Emp_Form_for_Staff_-_final_7-20.pdf) annually to obtain approval.

Employees must file the appropriate forms requesting permission in advance to work outside the normal work schedule within or outside the university. Continuing outside or additional Virginia Tech employment requires approval.

Completed forms are due to the employee's supervisor by September 30 each year.

Discounted football season ticket pricing

The Virginia Tech Athletics Department reminds faculty/staff of exclusive season ticket pricing for the upcoming 2015 football season. The price is available only to faculty/staff employees of Virginia Tech and offers savings on season ticket packages in addition to the many new season ticket holder benefits.

Benefits include:

- A discount at the online store shop.
- Access to single-game tickets prior to the general public (when available)
- The opportunity to visit Lane Stadium for personal/family holiday photos (date to be determined)
- Opportunity to have personalized messages on the video scoreboard on a first-come, first-served basis

Faculty and staff can purchase season tickets for \$315 per seat, a savings of \$35 from the \$350 general public price. To purchase tickets call 540-231-6731.

University closed on Labor Day

In observance of Labor Day, the university will be closed on September 7, 2015. The day was previously a staff holiday. All faculty will receive a day of "authorized closing."

2015-16 parking permits on sale

Parking permits for the 2015-16 academic year are on sale at <https://pay.parking.vt.edu/cmnauth.aspx> or in person at the Parking and Transportation Office, 605 Research Center Drive. Employees who have been at Virginia Tech for more than 30 years should mail the completed form to the address above or bring it into the office to receive their free permit.

For more information contact Parking Services at 540-231-3200.

Spring Road renamed 'Beamer Way'

In appreciation for his many years of service and extraordinary contributions to university life, the Virginia Tech Board of Visitors has renamed Spring Road in honor of head football coach Frank Beamer.

Recognizing contributions made both on and off the field by Beamer and his wife, Cheryl, Spring Road, which runs alongside the west stands and press box of Lane Stadium, will be re-named Beamer Way.

The official athletic department street address will be 25 Beamer Way, in recognition of Frank Beamer's jersey number when he played football for Virginia Tech from 1966-68.

"Frank Beamer is the winningest football coach in Virginia Tech history and Cheryl has been by his side supporting him and their family the entire way," said President Timothy Sands. "He has served as a figure of strength, excellence and compassion on campus and we wanted to honor Frank and Cheryl this way by renaming Spring Road to Beamer Way."

Frank Beamer has been the head football coach at Virginia Tech for 28 years, the longest tenure for a head football coach at the university and the longest tenured head coach at one school among the 128 FBS schools. Coach Beamer's 231 victories as Virginia Tech's head coach are the most by any Virginia Tech football coach in school history and his 273 career victories as a head coach make him the winningest active football coach among NCAA Football Bowl Series coaches.

His 273 wins exceeds those of legendary coaches Tom Osborne (255), Lou Holtz (249), Bo Schembechler (234), Steve Spurrier (226, active) and Woody Hayes (205).

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