

Brief Overview of Family Friendly Initiatives and Policies at Virginia Tech

Family Leave

- Virginia Tech has a very generous sick leave policy for full-time salaried faculty members on regular appointments—an immediate 1040 hours (six months) of paid sick leave, with rapid reaccrual.
- Six weeks is typical for normal childbirth and recovery and does not require special certification by a doctor. However, additional paid sick leave is available as needed and certified by the doctor. Leave provided by the federal Family and Medical Leave Act (FMLA) runs concurrent with this paid leave.
- Two additional weeks of paid "family leave" are available to either or both parents at the time of birth or adoption. Paid family leave may also be used for family illnesses or deaths.
- Part-time employment or unpaid leave (a leave of absence) are also available for faculty members managing extraordinary family responsibilities.
- Faculty members on restricted appointments have protections accorded by the Family and Medical Leave Act, which provides eligible faculty members up to 12 work weeks of unpaid leave for family or medical reasons and continues employer-paid health insurance during the leave period. Accrued paid sick and/or annual leave may be used before using unpaid leave.

Stopping the Tenure Clock

- A one-year probationary period extension shall be automatically granted to either parent (or both, if both parents are tenure-track faculty members) in recognition of the demands of caring for a newborn child or a child under five newly placed for adoption or foster care. The request should be made within a year of the child's arrival in the family.
- An extension of the probationary period may also be approved on a discretionary basis for other extenuating non-professional circumstances that have had a significant impact on the faculty member's productivity, such as a serious personal illness or major illness of a member of the immediate family.
- In rare cases, extraordinary professional circumstances not of the faculty member's own making may be acceptable justification for a probationary period extension, for example exceptional delays in providing critical equipment, laboratory renovations, or other elements of the committed start-up package essential to establishing a viable research program.
- Requests must be made within one year of the "qualifying event." Probationary period extensions are granted in one-year increments. A cumulative total of two years is normally the maximum probationary period extension for any combination of reasons.

Modified Duties

Special family circumstances, for example, birth or adoption of a child, severe illness of an immediate family member, or even issues of personal health, can cause substantial alterations to one's daily routine, thus creating a need to construct a modified workload and flexible schedule for a period of time. The policy allows tenured or tenure-track faculty members to request a semester of "modified duties" while remaining at full pay in order to accommodate such extraordinary circumstances. The accommodation may be a reduction in teaching, or other duties as determined feasible and appropriate by the department head and dean. The provost's office provides financial support to the department to accommodate the reassignment of responsibilities.

Dual Career Assistance Program

<http://www.hr.vt.edu/employment/dualcareer/>

- Eligibility: A spouse/partner of a faculty candidate or administrator who is being recruited or was hired within the last two years. Special retention cases will also be assisted.
- Services available: job search assistance for up to one year, advice/critique of résumé, curriculum vitae, and cover letters; introductory letter to area employers or hiring officials at Virginia Tech; assistance with interview preparation and readiness; networking assistance, including names and contact information of area hiring officials.
- Academic partners may be hired through search exemptions when a position is available, candidate is highly qualified, and department recommends the appointment. Transition funding is shared among hiring department, department of primary hire, and provost. See Dual Career Hiring Guidelines: <http://www.provost.vt.edu/Guidelines.html>

Lactation Facilities

<http://www.womenscenter.vt.edu/programs/lactation/lactation.html>

At least ten dedicated lactation facilities are currently available in university buildings dispersed throughout campus. In addition, the university is committed to including lactation spaces in newly constructed or renovated buildings.

Child Development Center for Learning and Research

<http://www.humandevlopment.vt.edu/cdclr.html>

The Virginia Tech Child Development Center for Learning and Research (CDCLR) provides quality programs for young children and their families based on child development theory, research, and developmentally appropriate practice. It also provides professional education in child development and early childhood education for local, regional, and national providers, and generates new knowledge through the study, observations, and research of child development and early childhood education. The center provides year-round, full-day care for 40 toddlers through preschool-aged children.

Elder care

<http://www.humandevlopment.vt.edu/ads.html>

Adult Day Services offers a friendly and stimulating environment for adults unable to be alone during the day. Participants enjoy the company and support of other adults. Adult Day Services provides the opportunity to maintain the highest level of functioning possible by promoting physical and mental health. Adult Day Services also gives caregivers the opportunity for time off while knowing their family member is in a safe and comfortable environment.

Family and Work/Life Resources Center

<http://www.worklife.vt.edu/>

Virginia Tech Work/Life Resources provides a variety of information and programs to assist in this healthy integration of work and personal life. Referrals and links to regional child care, elder care, schools, health, and community resources, and recreation activities are available through staff and website.

This information is available electronically at:

http://www.provost.vt.edu/resources_prospective_faculty.php

