Head, Department of Computer Science

Leadership Profile

Fall 2023
Executive Summary

The Virginia Tech College of Engineering seeks a strategic, collaborative, and entrepreneurial leader to serve as its Head of the Department of Computer Science. This is a unique opportunity to lead a period of growth and ambition for the department, the success of which is inextricably linked to the success of the college and the realization of the promise of the University's new Innovation Campus.

The Virginia Tech Department of Computer Science is ranked 29th and 35th in the nation in undergraduate and graduate education, respectively, by the 2023-24 U.S. News and World Report. The department includes 80 faculty, 34 staff, and 1,545 undergraduate and 866 graduate students. Its highly productive faculty have created a strong tradition of interdisciplinary research across a wide range of areas crucial to the future of the world economy and human thriving including computational biology and bioinformatics; data analytics; machine learning, NLP, and vision; human computer interaction; quantum computing; security; and theory and algorithms, among others. Computer Science faculty contribute to and benefit from several university-wide institutes, such as the Commonwealth Cyber Initiative, Institute for Critical Technology and Applied Science, Hume Center for National Security and Technology, Fralin Biomedical Research Institute, Virginia Tech Transportation Institute. Computer Science faculty also lead college-level centers such as the Center for Human-Computer Interaction, Sanghani Center for Artificial Intelligence & Data Analytics, Center for Computer Systems, and the Center for Synergistic Environments for Experimental Computing. Research expenditures reached just over $9M in 2021-22.

Reporting to the dean of the College of Engineering and serving as a vital member of the college's senior leadership team, the head will provide leadership and vision for the department, aligning its strategic goals with those of the college and the University. The head will have a unique opportunity to lead and oversee a period of tremendous growth requiring ambition, strategic focus, collaboration, and an entrepreneurial approach. The head will build on the excellence of the department to advance the impact of its research and further elevate undergraduate and graduate computer science education. In addition, the new head will play a critical role – working collaboratively with College and University leadership – to achieve the faculty recruitment, graduate enrollment and graduation goals critical to securing the success and promise of the Innovation Campus. Built at the nexus of academia, industry, and government, the Innovation Campus, located in Alexandria, Virginia, equips students in computer science and computer engineering to solve urgent challenges, alongside leading researchers, industry executives, and national policymakers. While the head will be located at the Blacksburg campus, travel to and in-person engagement with the Innovation Campus is expected.

The new head will be an experienced, innovative, mission-driven leader with a demonstrated track record of elevating computer science education, research, and outreach in a complex environment where shared governance is valued. The head will be a collaborative partner who can build trusting relationships with other leaders, faculty, staff, students, and constituents across the university and drive innovation by garnering credibility and consensus. The head will have a keen sense of future directions of the computer science field and a passion for influencing its future. Experience with and a deep appreciation for the needs of industry are essential. The new head will have demonstrated the ability to affect positive change, empower a high-performing leadership team, mentor colleagues and students over the course of their careers, and oversee the financial and administrative operations of a large, complex department with aplomb. The head must fully embrace Virginia Tech's commitment to increasing faculty, staff, and student diversity, ensuring a welcoming, affirming, safe, and accessible campus climate. Candidates should have professional achievements commensurate with appointment at the rank of Full Professor.
Virginia Tech’s main campus is in Blacksburg, Virginia, which is consistently ranked among the country’s best places to live. In addition, Virginia Tech’s facilities in the Washington, D.C. metro area offer unique proximity to government and industry partners and are expanding rapidly, with the new Innovation Campus in Alexandria, Virginia slated to open in 2024. As the Commonwealth of Virginia’s most comprehensive university and a leading research institution, Virginia Tech offers about 280 undergraduate, graduate, and first professional degree programs to more than 38,000 students and manages a research portfolio of close to $600 million. The university fulfills its role as a land-grant institution by fostering a collaborative environment that integrates technology into all disciplines, so that the Virginia Tech community can serve as a force for positive change around the Commonwealth, the country, and the world. Through experiential learning, future-focused research, and an inclusive, spirited culture, Virginia Tech strives to accomplish the charge of its motto *Ut Prosim* (That I May Serve).

To apply, submit a nomination, or express personal interest in the position, please see the Procedure for Candidacy section at the end of this document.

**Opportunities and Expectations for Leadership**

Reporting to the Dean of the College, the Head of the Department of Computer Science is the chief academic and administrative officer and serves as the department's chief spokesperson and fundraiser. The head sits on the college's senior leadership team and works closely with college administration, providing leadership for faculty, staff, and students and will have an exceptional opportunity to help promote and grow future directions of computer science at a top-tier institution.

Among the immediate opportunities and goals for the new head are the following:

- **Execute and further shape the department’s vision for the future**
  
The department’s current strategic plan is well underway and the next head will have the opportunity to advance this visionary plan for the department’s future. In support of its vision and growth, the next department head will be expected to create an environment where faculty, staff, and students can thrive while feeling a sense of belonging, a shared commitment to a common purpose, and the motivation to pursue excellence in research, teaching, and service. The department head will provide visible, accessible, and engaged leadership and will make it a priority to communicate actively, formally, and informally. Likewise, the department head will cultivate a culture of innovation to ensure that CS remains on the leading edge in education and research, helping to define the future of its field and enhancing its footprint both nationally and globally.

- **Manage and grow the financial resources of the department**
  
The head will manage resources strategically, fairly, and effectively and will seek out and generate new and diversified sources of revenue. This will include developing and justifying recommendations for the department’s annual budget as well as multi-year investment proposals; facilitating grant-writing and external funding proposals; managing resource acquisition and allocation; and managing facilities and infrastructure to support department, college, and University goals for teaching and research activities.

Working closely with the college’s leadership, the head will effectively coordinate with others engaged in corporate and individual donor relations across the college and University. The head will guide and support all fundraising efforts on behalf of the department, including development of fundraising and communications strategies as they relate to cultivation, solicitation, and stewardship of donors.
The head will provide leadership in stewarding and obtaining additional resources from alumni, donors, and corporate partners and will work collaboratively with college leadership to maximize philanthropic opportunities.

- **Manage growth of department, ensuring continued cohesion between Innovation Campus and Blacksburg campus**

The CS department at Virginia Tech is already one of the largest departments within the College of Engineering with expectations to continue a growth trajectory for both the Blacksburg campus and Innovation Campus. Given these expectations for growth, the next department head will need to provide a strategic vision for how the department will manage growth, allocating and advocating for additional faculty, staff, and resources to ensure continued success. This vision should be closely aligned with the university’s strategic priorities.

Additionally, given the campuses exist in two distinct geographic locations, the next department head will need to work intentionally to maintain a culture of collaboration, congeniality, and transparency between both campuses. Investment of time, resources, and collaboration with the Innovation Campus will also advance the Blacksburg campus’ profile regarding research, teaching, and service.

Future growth of the department will require the new head to place a high priority not only on the recruitment of faculty and staff, but also their retention. The department head must ensure ample opportunities for mentorship and support for faculty of all ranks and will be an advocate for their growth. The next leader will ensure that faculty and staff have the support and infrastructure they need to thrive and ensure professional development opportunities for all.

Working in close collaboration with college leadership, faculty, and staff, the head will ensure that the department is an environment where students can succeed and thrive. The department head should ensure that student success, retention, and graduation efforts continue to be a key priority and focus within the department.

- **Advance diversity, equity, inclusion, and belonging**

The next department head must continue to strengthen and develop the racial and gender diversity of not only the department’s undergraduate and graduate students but also among the faculty and staff ranks in line with institutional goals. The next department head must exercise innovative and committed leadership to build the programs, incentives, and a cultural climate to attract and retain top-quality diverse students, faculty, and staff to the department. The next head must also ensure a healthy and productive work environment and organizational culture of openness, fairness, and transparency that aligns with Virginia Tech’s Principles of Community.

- **Inspire outstanding scholarship and research**

The next department head will nurture a collegial environment that encourages and supports world-class scholarship. Research productivity has always been a hallmark strength of CS and the department expects continued success and growth in this domain. The next department head will work to create an intellectual and collaborative environment that identifies and pursues emerging areas of scholarship that excite both faculty and students, promotes and fosters interdisciplinary pursuits, and that supports and enhances standards of scholarly excellence.

- **Collaborate with Virginia Tech’s Innovation Campus to grow enrollment and graduation rates, increase research, increase diversity, and grow the technology talent pipeline**

Virginia Tech’s Innovation Campus aims to unite industry, government, and academia in a project-based learning and research environment to grow technology talent at the graduate level for computer science and computer engineering.
The Innovation Campus exists not only to train students but to also accelerate and enhance the tech ecosystem of the region, meeting the growing need for highly qualified individuals in the tech industry.

Current enrollment in graduate programs (both Computer Science and Computer Engineering) on the Innovation Campus stands at about 355 students, with a goal of increasing to 798 students in both programs. Historically, the technology industry is not overwhelmingly diverse, and the Innovation Campus seeks to be an agent of change for this, with an admirable goal to be the most diverse venue for technology innovation in the country. Given the proximity to both federal agencies and industry players in the area, therein lies a huge opportunity to capitalize on research opportunities.

The next department head for computer science, based in Blacksburg, will be expected to collaborate on hiring new faculty for the Innovation Campus, increasing graduate computer science enrollment, engaging with industry to develop greater partnerships, and helping the Innovation Campus diversify their enrollment to reach their goal of becoming the most diverse center for technological growth in the country. While the department head will be based on the Blacksburg campus, they will be expected to travel to Northern Virginia often to also maintain a presence on the Innovation Campus.
Professional Qualifications and Personal Qualities

The Virginia Tech College of Engineering seeks a Computer Science Department Head who possesses broad intellectual insights, top-tier scholarly credentials, and the leadership and managerial capacity to actualize a compelling and innovative vision for its future. The ideal candidate is dynamic, visionary, and collegial with a passion for influencing the future of the department and the field of computer science as well as a demonstrated commitment to students and student success. The successful candidate will bring the following background, skills, and qualities:

- An earned doctorate degree in computer science or related engineering discipline and a record of scholarly achievement, and recognized accomplishments as a teacher, meriting an appointment as a tenured full professor;
- a successful record of administrative leadership gained within an academic, industry, or governmental context; a willingness and ability to provide both visionary and hands-on, day-to-day leadership as needed;
- ability to lead through influence and by example; the emotional intelligence to successfully navigate in a highly complex environment;
- a record of sponsored research and ability to support research development including strong knowledge of the internal and external mechanisms required to sustain and expand a top-tier research program;
- a commitment to interdisciplinary work and wide-ranging intellectual interests; a desire to support collaborations across multiple disciplines engaged in engineering-intensive activities across Virginia Tech;
- the ability to discern future trends and capitalize on them for the benefit of Virginia Tech, the college, and the department; the ability to envision, create, and capitalize on novel opportunities especially as new trends emerge; an eye toward innovation and creativity in problem solving to further advance a cohesive identity and future for the department;
- a personal commitment to access and demonstrated success in building a culture of the highest ethics which advances diversity, equity, and inclusion;
- an enthusiasm for fundraising and the ability to forge new opportunities for industry partnerships, sponsored research, government collaboration, and alumni engagement and philanthropic support in collaboration with college development and alumni relations staff;
- a willingness and ability to advocate for the needs of the department and its programs in a way that contributes to the overall success of the college and University and supports the collective good;
- the ability to navigate the political landscape of higher education in Virginia and Virginia Tech’s various statewide stakeholders;
- demonstrated success in affecting positive change in leading and mentoring faculty, staff, and students, both within their institution and at the national level;
- strong relationship building and communication skills; the ability to engage faculty, staff, and students and to work effectively across the college, campus and with external groups;
- a selfless orientation and willingness to prioritize the collective success; a positive, empowering, and can-do approach; and

- personal qualities that include an entrepreneurial spirit, intellectual curiosity, compassion, courage, and unquestionable ethics and integrity.

About Virginia Tech

Overview

Virginia Polytechnic Institute and State University (Virginia Tech) is a public land-grant research university with its main campus in Blacksburg, Virginia. It also has educational facilities in six regions statewide, a research center in Punta Cana, Dominican Republic, and a study-abroad site in Riva San Vitale, Switzerland. Virginia Tech offers over 110 undergraduate majors and over 120 master's and doctoral degree programs to its 38,000 students across nine colleges. Virginia Tech is also ranked 54th in university research in the United States.

Mission

Inspired by our land-grant identity and guided by our motto, Ut Prosim (That I May Serve), Virginia Tech is an inclusive community of knowledge, discovery, and creativity dedicated to improving the quality of life and the human condition within the Commonwealth of Virginia and throughout the world.
College of Engineering

For 150 years, the Virginia Tech College of Engineering, the ninth-largest producer of new engineering graduates in the nation, has been conducting life-changing research, educating the leaders of tomorrow, and solving challenges that plague our world, like Alzheimer's disease, water contamination, and cybersecurity. As a result, the college is ranked nationally — 13th best undergraduate engineering program and 30th best graduate engineering program by U.S. News and world Report and 11th in research expenditures by the National Science Foundation.

The Virginia Tech College of Engineering is the largest and most comprehensive engineering program in the state of Virginia, with 392 tenure and tenure track faculty, and 131 non-tenure track instructional faculty across 18 areas of undergraduate and graduate study, teaching approximately 12,952 students, covering a myriad of engineering disciplines in undergraduate and graduate studies from mining engineering to nuclear engineering.

In alignment with the University's new strategic plan, The Virginia Tech Difference: Advancing Beyond Boundaries, the college’s strategic plan was developed in 2019 in collaboration with faculty, staff, students, and alumni across the college, and informed by partners and employers. The College of Engineering’s strategic plan, centers around three strategic priorities: strengthening our community, building the infrastructure and resources to support our vision, and aligning education and research for impact in a rapidly changing world. Associated with each of these three priorities are a variety of goals, tactics and measures used to guide implementation activities and evaluation processes.

Innovation Campus

Virginia Tech is creating a bold, new vision for graduate education in computer science and computer engineering. Located adjacent to the nation’s capital in Alexandria, Virginia, the Innovation Campus will unite industry, government, and academia in a dynamic project-based learning and research environment to shape the way emerging technologies influence society, driving a new era for the greater Washington D.C. metro area’s tech ecosystem.

The Innovation Campus – as both a place and a culture – will unlock the power of diverse people and ideas to solve the world’s most pressing problems through technology. The Innovation Campus has set the goal to create the most diverse graduate tech program in the country.

Plans for the Innovation Campus were announced in November 2018 as part of the Commonwealth of Virginia’s successful bid to attract Amazon’s HQ2 to Northern Virginia. Construction is ongoing on the 11-story first academic building for the Innovation Campus, which is set to open in 2024.

Read more in the Strategic Plan.

Department of Computer Science

The Department of Computer Science has been an incubator for innovative teaching and leading-edge research for more than 50 years. Guided by their core values, they pursue their mission and vision in the spirit of Virginia Tech’s motto, Ut Prosim (That I May Serve).

The Virginia Tech Department of Computer Science is ranked 29th and 35th in the nation in undergraduate and graduate education, respectively, by the 2023-24 U.S. News and World Report. The Computer Science Department enrolls 1,545 undergraduates across three majors: Computer Science, Data-Centric Computing and Secure Computing. Programs in Blacksburg and the Greater Washington, D.C. metro area offer research-focused PhD and MS degrees and a practitioner-
focused MEng degree. The department enrolled 290 doctoral students and 576 master's students across both campuses in 2023. The department contributes to several additional degree programs including minors in computer science, cybersecurity and human-computer interaction; bachelors of science in computational modeling and data analytics; PhD in genetics, bioinformatics and computational biology; and an online masters of information technology.

Computer science faculty and students lead and collaborate on innovative projects through a range of transdisciplinary research centers and institutes at Virginia Tech:

- Center for Human-Computer Interaction
- Sanghani Center for Artificial Intelligence and Data Analytics
- stack@cs Center for Computer Systems
- Synergistic Environments for Experimental Computing
- Fralin Biomedical Research Institute at VTC
- Fralin Life Sciences Institute
- Hume Center for National Security and Technology
- Institute for Critical and Applied Science
- Institute for Creativity, Arts, and Technology
- Virginia Tech Transportation Institute
The Department of Computer Science is comprised of 80 faculty members, including 57 tenured or tenure track faculty, and 20 NSF CAREER Award winners. The faculty with an academic home in CS is slated to grow to more than 100 over the next five to seven years. The department leadership includes a team of 15, including the faculty lead for the Innovation Campus, four associate department heads, six directors, and four additional staff.

In FY 2022, the department had $9,411,908 in research expenditures. Research strengths can be found in a broad set of strategic areas, including:

- Data analytics, machine learning, NLP, and vision
- Digital education
- High performance computing and computational science
- Human computer interaction
- Quantum computing
- Security
- Software engineering
- Systems
- Theory and algorithms

Mission

As a department in the College of Engineering, we share the mission of the college: "Anchored by our land-grant identity and the university’s motto *Ut Prosim* (That I May Serve), the College of Engineering educates and inspires students to be critical thinkers, innovators, and leaders. We create new knowledge, technologies, and sustainable solutions that address complex social and technical challenges."

Vision

Driven to serve, our faculty, students, and stakeholders responsibly address globally significant socio-technical issues. We pursue complex research challenges, reimagine computing to reflect its ubiquitous impact on society, and work across disciplines to help individuals and communities thrive. To enable this vision, we cultivate a supportive and engaged community that reflects the world we serve.

Values

The Department of Computer Science is guided by principles built upon the Core Values of the College of Engineering: Inclusiveness, Stewardship, Excellence, Integrity, and Perseverance.

Diversity, Equity, & Access

The Department of Computer Science is committed to building a diverse and inclusive community of students, staff, and faculty, who value the worth of every individual. They seek to recruit, welcome, mentor, and educate all our graduate and undergraduate students, including significant numbers of people from underrepresented groups in computer science, who are passionate about benefiting society through technological innovation.
Diversity and inclusion activities involve all aspects and stakeholders of the department, including alumni and friends who contribute time and resources. In 2016, the department was recognized nationally by the National Center for Women & Information Technology (NCWIT) for excellence in promoting women in undergraduate computing. From 2007-2015, the percentage of female computer science majors increased from 4.2% to 16.7%. Today, women make up 23% of the department's majors and the department participates in NCWIT Learning Circles and the Center for Inclusive Computing's MS Pathways to Computing Consortium.

Computer Science Facilities

In 2023, the Department of Computer Science moved into two new buildings, the Gilbert Street building and the Data and Decision Science building. The Gilbert Street building is a 6 story mixed use building located in historic downtown Blacksburg; two floors are dedicated to the Department of Computer Science – about one-third of the office spaced in the building. The Data and Decision Science building houses faculty and classes from the Department of Computer Science in the College of Engineering, the College of Science, and the Pamplin College of Business. The building's function is to bring together under one roof computer science, engineering, and data-related disciplines to provide opportunities for students, faculty, alumni, and even industry leaders to work side-by-side to address some of the world's significant data challenges. A video of the building can be found here.

Set to open in 2024, the Innovation Campus will eventually make its home on 3.5 acres in the 19-acre first phase of a new mixed-use development and innovation district in North Potomac Yard near the Potomac Yard-VT Metrorail Station. This strategic location, just south of Reagan National Airport, positions Virginia Tech and its future partners near the nation’s capital, diverse industries, and leading tech companies, including Amazon’s HQ2. More information around the campus location and construction can be found here.

Enrollment Goals (Blacksburg and Innovation Campus)

The Virginia Tech College of Engineering (COE) works with the university to annually set a college-level enrollment goal for first-time-in-college (FTIC) and transfer students. The enrollment target for FTIC students in FY24 (Fall 2023) was 2478. The transfer goal was 349. This number is included in the overall university enrollment target for FTIC students, which for Fall 2023 was 7141 with a transfer goal of 1026.

All Virginia Tech FTIC students are admitted into General Engineering. FTIC students choose an engineering major such as Computer Science or Electrical Engineering or Computer Engineering after completing a set of introductory courses. Transfer students choose an engineering major during orientation and are directly admitted to that major.

Virginia Tech, along with other Virginia universities, has entered into a partnership with the Commonwealth of Virginia, the Tech Talent Investment Program, wherein incentives are provided for meeting degree production goals in Computer Science (CS) and Computer Engineering (CPE). The Virginia Tech agreement commits the College of Engineering to annually producing 798 Bachelor’s degrees in CS and CPE by the year 2028-2029. The agreement does not specify how many degrees should be in CS or CPE; only the total number for both degrees is specified. Virginia Tech Bachelor’s degrees are offered in Blacksburg, VA. The College of Engineering and University are mindful of the degree production targets for CS and CPE when conducting admissions.

Under a separate agreement with the Commonwealth of Virginia, the College of Engineering is committed to annually producing 739 Master’s Degrees in CS or CPE. The Master’s Degrees can be either a Master’s of Engineering (MEng) degree or a Master’s of Science (MS) degree. The Master’s degrees can be earned in either Blacksburg, VA or in northern
Virginia at the Innovation Campus. The majority of the Master’s Degrees will be awarded from the Innovation Campus, where a project-based curriculum is being developed with industry engagement. Note there are no degree targets set by the state for programs at the PhD level.

The planned growth of computer science and computer engineering at Virginia Tech, both in Blacksburg and in northern Virginia, builds upon existing strengths and presents a unique opportunity for a steep change in research productivity and doctoral degree production.

Faculty Headcount (Blacksburg and Innovation Campus)

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<th>Blacksburg &amp; National Capital Region (Excluding Innovation Campus)</th>
<th>Computer Science</th>
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<tr>
<td>Tenured &amp; Tenure-Track Faculty</td>
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<tr>
<td>Non-Tenure-Track Instructional Faculty</td>
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<td><strong>Total</strong></td>
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<tr>
<th>Innovation Campus</th>
<th>Computer Science</th>
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<td>Tenured &amp; Tenure-Track Faculty</td>
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<tr>
<td>Non-Tenure-Track Instructional Faculty</td>
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<td><strong>Total</strong></td>
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<td><strong>Grand Total</strong></td>
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<th>College of Engineering Faculty Count Reported to ASEE Fall 2022</th>
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<td>Tenured &amp; Tenure-Track Faculty</td>
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<td>Non-Tenure-Track Instructional Faculty</td>
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<td><strong>Total</strong></td>
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Faculty Recruitment Goals

Faculty recruitment goals across the College of Engineering are set annually and are based on budget availability, teaching load and needs, and research program priorities. College of Engineering Department Heads are annually asked to update a 5-year faculty hiring plan.

Current Endowment and Gifts

The Computer Science endowment balance equaled $7.5 million at the beginning of the current fiscal year, FY24.

Leadership

Julie Ross, Dean of Virginia Tech’s College of Engineering

Julie Ross, the Paul and Dorothea Torgersen Dean of Engineering, joined Virginia Tech in 2017. During her tenure as dean, Ross has gained widespread recognition not only for growing the reach and impact of Engineering’s programs and research, but also for championing a bold vision for the future of the college, which includes building a more inclusive engineering community.

As a testament to her leadership, she was recently appointed as a special advisor to Virginia Tech President Tim Sands. Through this position, Ross assists the president and senior leadership team with guiding Virginia Tech’s presence in the greater Washington, D.C., metro area.

Ross, who holds tenured appointments in the departments of chemical engineering and engineering education, has led the College of Engineering to many notable milestones during her tenure as dean. Working closely with partners throughout Virginia Tech, Ross has led growth for the college in several key areas.

Since 2017, the college’s total enrollment has grown by 23%, led in part by the expansion of computer science and computer engineering in support of the state’s commitment to tech talent development.

Perhaps more important than overall growth, the combined percentage of underrepresented and underserved students entering the college has increased to 41%—slightly above the university’s overall target of 40% by the start of the fall 2022 semester. And for a discipline in which women are notoriously less present than men, the college now has a population consisting of about 25% female students.

Blacksburg, Virginia

Nestled on a plateau between the Blue Ridge and Allegheny mountains, the Town of Blacksburg is part of Montgomery County in the heart of Southwest Virginia’s New River Valley. Because of the town’s award-winning services, reasonable cost of living, safety, moderate climate, and abundant leisure activities, Blacksburg is consistently ranked among the country’s best places to live and has a nationwide reputation as a well-managed, stable, and forward-looking community. Blacksburg is located on the I-81 corridor approximately 45 minutes from Roanoke. Blacksburg is home to over 43,000 residents and is the 15th largest municipality in the State of Virginia.
Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile, a vision for leading the department, and how you would advance Virginia Tech’s Principles of Community.

WittKieffer is assisting Virginia Tech in this search. For fullest consideration, candidate materials should be received by January 12, 2024.

Nominations and inquiries can be directed to:

Suzanne Teer, Cathryn Davis, Maya E. Holt-Brockenbrough, Ph.D.
VirginiaTechCompSciHead@wittkieffer.com

Virginia Tech does not discriminate against employees, students, or applicants on the basis of age, color, disability, sex (including pregnancy), gender, gender identity, gender expression, genetic information, national origin, political affiliation, race, religion, sexual orientation, or military status, or otherwise discriminate against employees or applicants who inquire about, discuss, or disclose their compensation or the compensation of other employees or applicants, or on any other basis protected by law.

For inquiries regarding non-discrimination policies, contact the Office for Equity and Accessibility at 540-231-2010 or Virginia Tech, 220 Gilbert Street, Suite 5200, Blacksburg, VA 24061.