



Timothy D. Sands, President (0131)
Burruss Hall, Suite 210
800 Drillfield Drive
Blacksburg, Virginia 24061
P: (540) 231-6231
President@vt.edu

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Sesha Joi Moon, Chief Diversity, Equity, and Inclusion Officer
Office of Diversity, Equity, and Inclusion
diversity@governor.virginia.gov

Dear Dr. Moon:

In accordance with the Code of Virginia, Section 2.2-602 (B), as amended and the Governor's Executive Order 10 (2022), this letter, which serves as Virginia Tech's DOI Annual Report is sent in response to your request sent on May 18, 2026. Virginia Tech has set strategic vision and goals that ensure that all university programs, actions, policies, and practices including admissions, financial aid, scholarships, prizes, and employment are compliant with federal and state civil rights laws. In addition to complying with the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other civil rights laws, the university also acts in accordance with the March 2025 Virginia Tech Board of Visitor's resolution on diversity, equity, and inclusion.

Although Virginia Tech does not have a written DOI plan, the University is a community built on respect for all people, and each of its members shares the responsibility for upholding its values. Virginia Tech's commitment to fostering a respectful, welcoming, and collegial academic and work community is reflected in its [Principles of Community](#), which are incorporated into and reinforced through the Faculty Handbook and related university policies. The Principles of Community affirm the university's expectation that all members of the community treat one another with dignity, respect, fairness, and civility, while valuing differing backgrounds, experiences, ideas, and perspectives. Consistent with these principles, the Faculty Handbook and related University policies emphasize professional conduct, collegial interactions, academic freedom, and the shared responsibility of each member of the university community to contribute to a constructive and inclusive environment that supports learning, discovery, and open intellectual engagement.

During the 2025–26 academic year, Virginia Tech strengthened institutional understanding of and commitment to academic freedom, freedom of inquiry, and freedom of expression. Efforts included sponsoring two university-wide panel seminars featuring nationally recognized guest speakers who addressed contemporary issues surrounding academic freedom, civil discourse, and the role of universities in fostering open intellectual engagement. Building on the strong participation and positive response to these events, an additional panel seminar is planned for the Fall 2026 semester. The university organized a dedicated workshop for department heads focused on academic freedom principles, faculty rights and responsibilities, and strategies for supporting constructive dialogue and viewpoint diversity within academic units. In addition, the university is sponsoring senior leaders of the Faculty Senate to participate in the Academic

Freedom Institute workshop at the University of Chicago focused on freedom of inquiry and expression.

The University implemented a comprehensive program review to evaluate and ensure the university's compliance with federal and state guidance, and the March 2025 Board of Visitors' resolution on Diversity, Equity and Inclusion programs. Additionally, throughout the 2025-26 academic year, the university enhanced its civil rights and equal employment opportunity compliance technical assistance programs to ensure campus units had necessary guidance to comply with civil rights regulations, guidance, and governing board directives.

Virginia Tech supports productive conflict resolution and collegial workplace interactions through several confidential and informal resources available to faculty, staff, and students. The university's [Ombuds Office](#) provides an independent, neutral, and confidential resource for employees seeking assistance in addressing workplace concerns, improving communication, and exploring options for resolving conflicts constructively. In addition, the Graduate School maintains a [Graduate School Ombuds Office](#) that supports graduate students navigating academic and interpersonal concerns in a fair and respectful manner. Within the Office of Faculty Affairs, the [Director of Faculty Reconciliation](#) works directly with faculty members, department leaders, and administrators to facilitate communication, address concerns early, and help resolve conflicts before they escalate into formal disputes. Collectively, these resources support a culture of respect, fairness, open communication, and collaborative problem solving across the university community.

Last year, the university developed and implemented a comprehensive [Faculty Search Guide](#) designed to promote broad access, fairness, consistency, and excellence in faculty hiring processes. The guide provides department heads, search committees, and administrators with practical guidance on conducting inclusive and equitable searches, broadening applicant pools, mitigating bias in evaluation processes, and ensuring compliance with university policies and best practices. The guide also emphasizes strategies for expanding recruitment outreach, conducting structured and transparent evaluations, and fostering welcoming and professional search experiences for all candidates. The Faculty Search Guide serves as an important institutional resource in supporting Virginia Tech's commitment to attracting and retaining a highly talented and broadly representative faculty workforce.

As part of the university's ongoing commitment to fostering an inclusive and supportive workplace environment, Virginia Tech recently completed administration of the [Collaborative on Academic Careers in Higher Education \(COACHE\) faculty survey](#). The survey provides faculty with an important opportunity to offer confidential feedback regarding institutional climate, faculty satisfaction, professional opportunities, leadership, mentoring, workload, and workplace culture. Results from the survey are expected shortly and will help inform institutional planning, policy development, and continuous improvement efforts related to faculty recruitment, retention, engagement, and success. The university anticipates using the survey findings to identify institutional strengths as well as opportunities to further enhance the faculty experience and support a welcoming and respectful academic community. Every three years, the university conducts a [campus climate survey](#), surveying all faculty and staff across multiple dimensions of employee engagement and well-being.

Virginia Tech continues to invest in the professional growth and long-term success of its faculty, academic leaders, A/P faculty, and staff through a comprehensive portfolio of leadership development, mentoring, coaching, and skills-training opportunities. The university offers

orientations, workshops, cohort programs, executive coaching, and mentoring initiatives for department heads, deans, emerging academic leaders, and early-career faculty, with topics spanning strategic leadership, communication, conflict management, personnel supervision, shared governance, faculty mentoring, promotion and tenure, research development, teaching effectiveness, workplace expectations, and professional advancement. These efforts not only strengthen individual capabilities and leadership effectiveness but also support succession planning, leadership continuity, and the cultivation of productive, respectful, and high-performing academic communities across the university. By fostering meaningful professional relationships, encouraging collaboration across disciplines and administrative units, and equipping leaders to engage effectively with individuals from a wide range of backgrounds and experiences, these programs further contribute to a more inclusive, connected, and supportive university community.

The university maintains a robust program to recruit, hire, retain, engage, and provide professional development broadly to a variety of people, with a particular focus on people with disabilities and veterans. We maintain partnerships with the Christiansburg's Division of Rehabilitation Services, NRV Disability Resource Center, the U.S. Department of Veterans Affairs and other agencies to increase recruitment efforts to people with disabilities and veterans.

In true embodiment of the university's motto, *Ut Prosim* (That I May Serve), and as a thank-you to the sacrifices made by United States military service members, Virginia Tech provides [ongoing assistance to veterans](#) returning to the workforce through a series of programs and services. Virginia Tech participates in a number of veteran recruitment programs. These include Virginia Values Veterans and Skill Bridge. In recognition of this commitment, Virginia Tech was awarded a statewide Virginia Values Veterans Governor's Award for hiring more veterans than any other state agency in the Commonwealth. Additionally, the university is committed to providing employment opportunities for spouses of military members. Virginia Tech has been accepted into the Military Spouse Employment Partnership (MSEP), part of the broader Department of Defense Spouse Education and Career Opportunities program. MSEP includes more than 850 military-friendly employers committed to hiring and retaining military spouses. MSEP connects military spouses with hundreds of employers who have committed to recruiting, hiring, promoting, and retaining military spouses. According to the Department of Defense, more than 220,000 spouses have obtained employment with MSEP employers.

Virginia Tech continues to offer several educational opportunities for students and employees that focus on the recruitment, retention, and enhancement of professional development for people with disabilities. The third annual Virginia Tech Accessibility Awareness Week was hosted on March 23 - 29, 2026. Modeled after Global Accessibility Awareness Day, the goal of the week is to provide learning opportunities and resources that engage campus community members to think, discuss, learn, and take action regarding digital and physical accessibility. The ADA Liaison Network (ALN) provides up-to-date information and professional guidance on the ADA and federal regulations as it pertains to reasonable workplace and return-to-work accommodations for qualified employees with disabilities. ALN's workshops cover a range of topics, including ADA reasonable accommodation basics, long-term disability working accommodations, reassignment as a last resort accommodation, performance concerns and ADA reasonable accommodations, plus the intersectionality of ADA and other workplace laws and guidelines. Departments may request customized training on ADA-related subjects, including physical and digital accessibility to enhance understanding of the ADA and foster an inclusive workplace for all.

While the deadline for compliance with Title II Subpart H of the ADA has been delayed by a year, Virginia Tech's obligations to engage in effective communication and to provide equal access to its services, programs, and activities remain. These obligations emerge from various federal laws and the Virginia Information Technology Accessibility Act. Similar to University Policy 7215: Information Technology Accessibility, the Access Act requires Section 508 and WCAG 2.1 AA conformance for digital content. The date for the state law remains unchanged and was Friday, April 24, 2026; University Policy 7215 is currently effective and applies to electronic and information technology, including webpages and digital course materials.

Virginia Tech's strategic goals continue to affirm the Board of Visitors' commitment to the value of diversity and inclusion as core to the mission of our university and essential to ensuring that the intellectual environment remains vibrant, free from discrimination and promotes dialogue across differences as expressed in our statement on [Freedom of Expression and Inquiry](#) and our [Principles of Community](#).

Sincerely,

A handwritten signature in blue ink, appearing to read "Tim D Sands".

Timothy D. Sands
President