

**College of Liberal Arts and Human Sciences
2024-2025 Annual Report
Laura Belmonte, Dean**

I. Key accomplishments of the College

- Overall undergraduate enrollment (The Department of Apparel, Housing, and Resource Management [AHRM] moved to the College of Architecture, Art, and Design effective July 1, 2025.)

	2023-2024	2024-2025	Percentage Change
Undergraduate Enrollment	4,251 3,988+263 CLAHS+AHRM	4,214 3,954+260 CLAHS+AHRM	-0.87%

- Four-year undergraduate graduation rate (three-year for transfers)
Retention Tracking Level: Overall University

	2019 Cohort	2020 Cohort	2021 Cohort	2022 Cohort	Percentage Change
Freshmen (4-year-rate)*	80%	77%	79%	-	+2%
Transfer (3-year-rate)**	73%	70%	84%	78%	-6%

*The 4-year graduation rate for freshmen in 2023 is reflected in the 2019 cohort. The 2020 cohort reflects the 4-year rate for 2024. The 2021 cohort reflects the 4-year rate for 2025.
**The 3-year graduation rate for transfers in 2023 is reflected in the 2020 cohort. The 2021 cohort reflects the 3-year rate for 2024. The 2022 cohort reflects the 3-year rate for 2025.

- Overall graduate and/or professional enrollment

	Fall 2023	Fall 2024	Percentage Change
Graduate enrollment	951	891	-6.31

- Number of graduate degrees granted, separating data for doctoral, masters, research/scholarship-based and non-research/scholarship-based

	2023-2024	2024-2025	Percentage Change
Doctoral	85	84	-1.18%
Master's	256	231	-9.77%

- Number of postdoctoral appointees

	Fall 2023	Fall 2024	Percentage Change
Postdoctoral and post-MFA appointees	6	7	+16.67%

- Total extramural research expenditures, with separate data for competitively funded federal research support

	FY 2023-2024	FY 2024-2025	Percentage Change
Extramural research expenditures (UDC PIBB 2.1 Sponsored Expenditures)	\$13,668,560	\$16,338,440	+19.53%

- Philanthropy, with endowments separated from total gifts received.
The current, overall endowment for CLAHS is approximately \$27.1 million.

	FY 2023-2024	FY 2024-2025	Percentage Change
New gifts and commitments	\$4,554,207	\$15,005,326	+229.48%

- Membership in national academies, indicating specific academy
- Faculty scholarship, including citation impact when relevant

	2023	2024	% Change
Books authored and edited (UDC PIBB 2.1 Faculty Book Publications)	28	36	+28.6%
Book chapters	124	118	-4.8%
Articles in refereed or peer-reviewed journals and conference proceedings	393	389	-1%
Posters and presentations at professional meetings	730	797	+9.2%
Editors and other editorship roles of journals or other scholarly publications	77	69	-10.4%
Members of editorial boards	244	285	+16.8%

Research

Faculty listed below received substantial and highly competitive individual fellowships in the past year. These fellowships bring recognition to individual faculty, distinction for the liberal arts and human sciences at Virginia Tech, and research outputs, such as books, chapters, and articles, which in turn contribute to the reputational excellence and global distinction of the university.

Fellowship awards to individual faculty:

- Amaryah Armstrong, Religion and Culture, First Book Fellowship for Scholars of Color, Louisville Institute
- Amanda Demmer, History, Research Fellowship, National Endowment for the Humanities

- Dara Wald, School of Public and International Affairs, Andrew Carnegie Fellowship, Carnegie Corporation of New York
- Philip Yaure, Philosophy, Residential Fellowship, Kluge Center, Library of Congress

College faculty continue to show success in securing substantial grants in support of research and outreach activities consistent with the Research 1 and land grant status of Virginia Tech, including the following:

- Amy Price Azano, Education/Center for Rural Education, Wallace Foundation, PI (100%), \$250,000
- Aaron Brantley, Public and International Affairs, U.S. Army Corps of Engineers, Co-PI (10%), \$3,750,000; U.S. Department of Defense, Co-PI (10%), \$2,116,898; National Security Agency, Co-PI (5%), \$544,399
- Nataliya Brantly, Public and International Affairs, National Pork Board, PI (100%), \$30,000
- Koeun Choi, Human Development and Family Science, Caplan Foundation for Early Childhood, PI (34%), \$58,320
- E. Thomas Ewing, History, Humanities Connections, National Endowment for the Humanities, PI (9%), \$50,000
- Matthew Fullen, Education, Robert Wood Johnson Foundation, PI (50%), \$124,000
- Ralph Hall, Public and International Affairs, Michigan State University/U.S. Department of Energy, Co-PI (8%), \$396,442
- David Moore, Institute for Policy and Governance, Albemarle County, PI (10%), \$100,000; Roanoke City/U.S. Department of Treasury, PI (100%), \$210,000
- Paul Quigley, History, Digital Projects for the Public, National Endowment for the Humanities, PI (23%), \$100,000
- Cecily Rodriguez, Public and International Affairs, Mount Rogers Community Services Board, PI (100%), \$60,000
- Fernanda Rosa, Science, Technology, and Society, Dangers and Opportunities of Technology, National Endowment for the Humanities, PI (100%), \$60,827
- Jody Russon, Human Development and Family Science, National Institutes of Mental Health, PI (100%), \$531,839
- Ashley Shew, Science, Technology, and Society, National Science Foundation, Co-PI (30%), \$550,000
- Jessica Taylor, History, Humanities Collections (2), National Endowment for the Humanities, PI (40%), \$349,999
- Laura York Taylor, Institute for Policy and Governance, Roanoke Valley-Alleghany Regional Commission/Virginia Opioid Abatement Authority, PI (55%), \$136,654
- Dara Wald, Public and International Affairs, National Science Foundation, PI (100%), \$371,992
- Anne Walters, Institute for Policy and Governance, Virginia Center for Behavioral Rehabilitation, PI (100%), \$55,999
- Laura Welfare, Education, Health Resources and Services Administration, PI (50%), \$1,399,999

Advancement Initiatives

The College's Advancement team solidified \$15.0 M in new gifts and commitments revenue, significantly over the \$6M goal for FY2024-2025. During the FY, advancement uplifted a number of new programs and engagement efforts, including senior class toast and alumni career panels for students, and also reconstituted the Alumni Advisory Board into the Engagement Committee. Due to stable staffing and a renewed vision, the College saw increased alumni participation, 22.1%, as well as senior class gifts, 703, both all-time highs for the College.

- II. Plans and goals for the coming year (up to two pages) with a special focus on programs and activities related to Virginia Tech Advantage and Virginia Tech Global Distinction.
- VT Advantage reallocation
The CLAHS Undergraduate Academic Affairs Office continues to evaluate scholarship practices to strengthen support for students in alignment with *VT Advantage*. Updates include removing application barriers, expanding automatic consideration and renewal of scholarships, and partnering with the Office of Financial Aid and Scholarships to enhance aid packages through coordinated use of pool and match policies. This approach helps maximize available resources for students with financial need. Efforts are on-going to align department- and school-level scholarship practices through office hours and training to support decentralized funds.
 - Capacity analyses
The College will continue to conduct annual capacity analysis meetings with 11 of its departments and schools to assess factors that include student credit hours, enrollments, course offerings and capacity, the ratio of tenure-track/tenured and non-tenure-track faculty, and retention rates. We anticipate that the analyses will impact student-faculty ratios and result in significant modifications to the number and size of course offerings.
The resulting reallocation of resources and maximization of efficiencies will provide the College with the budgetary capacity to increase direct student support and free up more funds for research. Capacity analyses are also a serious effort to make the PIBB work for the College so that CLAHS becomes less reliant on the transitional and supplemental funds the university has provided in recent years.
 - Undergraduate Academic Affairs Office (UAAO)
 - The UAAO continues to develop and refine the centralized advising model introduced in 2021. Nearly 75% of the CLAHS students are now advised by 11 advisors through an embedded model; faculty and staff advisors support the remaining students. The Director has supervised all advisors in the UAAO since January 2024.
 - The Senior Director of Academic Support, who had more than 25 years of service to the College, retired in December 2024. The UAAO team reorganized to manage the loss of historical knowledge about CLAHS undergraduate majors and policies and reassigned duties across positions to maintain manageable position responsibilities. The Senior Director of Academic Support position was updated

and is now the Assistant Director of Advising, which aligns with other colleges that have centralized advising models.

- The Assistant Director of Employer Relations and Career Services launched new programs for students and employers in 2024-2025. These included: establishing employer relations with more than 100 employers; organizing a specific career fair for local jobs/internships for CLAHS students, which supported nearly 800 students; and launching new websites for each of the 12 degree programs that share career-related data from the university-purchased Stepping Blocks subscription.
- The UAAO team implemented a Bridge grant of \$30,000 to fund career-related events for students and to provide support for faculty to work on creating and implementing a Bridge plan. The funding supported five units with faculty administrative stipends to create/implement Bridge. Four units hosted events with funding from Bridge. The remaining amount was utilized by the Office of the Dean to support work implemented by the Assistant Director of Employer Relations. As of July 2025, eight CLAHS schools and departments (including AHRM) are actively engaged with the Bridge program at various points of implementation. Three additional units are planning to engage with Bridge in 2025-2026. CLAHS remains committed to its goal of 100% participation in Bridge by 2027.
- Global Distinction Reallocations
 - The College conducted an analysis of both E&G and non-E&G resources to identify cost savings and alternative funding sources. As part of these efforts, the College was able to identify cost savings for adjunct wages, which will allow a reinvestment of E&G resources to support faculty research. In addition, the College reallocated a departmental administrative position in order to provide College-level support for study abroad programs. Both of these initiatives will expand CLAHS support of Global Distinction efforts.
 - The College will continue to analyze and review support for faculty book publications – an identified measure of global distinction – and will explore opportunities to expand and enhance financial support in alignment with the recommendations of a working group convened in Fall 2024. These efforts aim to further support CLAHS faculty engaged in book publications, thereby advancing the College’s Global Distinction initiatives.
 - The university is reviewing subvention and open access programs that have supported book publication by many faculty in the College; it is hoped that the recommended changes will expand this support.
 - The federal grants situation is extremely challenging for faculty in the College. The National Endowment for the Humanities has cancelled further proposals from many programs that have funded College faculty in recent years with regard to digital humanities, public projects, summer stipends, and more. Across federal agencies, new rules restricting research fields and activities directly encroach on faculty expertise in the human and social sciences, education, and humanities. The College will support faculty seeking to navigate these conditions.

- Staff Excellence Project
In 2023 CLAHS introduced its Excellence Project for staff with the goal of becoming the model of efficiency and excellence across campus. To date we have: hosted four staff retreat/career development events; created task affinity groups that align with key job duties to collaborate on the unique challenges each group experiences; named a Staff Liaison in the Office of the Dean to assist staff with questions and concerns they face in their units; and expanded our reach to include A/P faculty in the College. In 2025-2026 we will expand the project by creating a repository of CLAHS training modules and resources, inviting external presenters in addition to CLAHS employees to present training at retreats, and continuing to grow and strengthen our affinity groups to include those with crossover duties.
- Center development
 - The College's newly created Center for Sustainable Engagement in the Arctic will generate many opportunities for federal grants related to climate change, language and cultural preservation, economic development, and rural education.
 - The Center for Peace Studies and Violence Prevention, Center for Rural Education, and Institute for Policy and Governance all have become College centers in the last 16 months. These moves will generate more visibility for their numerous and varied grant and applied research projects.
 - The College continues to work with individuals across the university to identify opportunities to expand the capacity and revenue generated by the Child Development Learning Resource Center and the Engagement Center for Creative Aging.

III. Please describe 2-4 reinvestment and/or resource reallocation plans of a substantial size that the college plans for the upcoming year in support of Virginia Tech Advantage and/or Virginia Tech Global Distinction.

- Adjunct faculty costs will be reduced through strategic course scheduling and the implementation and enforcement of workload policies, as needed. These savings will be reallocated to support faculty research, aligning with the University's Global Distinction strategic goal.
- College VT Foundation funds have been reallocated to support scholarships in the School of Education. This reallocation advances the University's VT Advantage strategic goal to offer a broad educational experience to undergraduate students from Virginia who have financial need.
- College-supported professional development funding for individuals in leadership roles, e.g., department chairs, school directors, has been reallocated from State to overhead funding, resulting in savings on the E&G budget line. These funds will be earmarked for reallocation as part of the University's strategic reinvestment process.

- Freedom Scholars: Freedom is central to faculty scholarship in the liberal arts and human sciences, and academic freedom creates opportunities to explore questions, examine evidence, interpret sources, debate interpretations, and publish outcomes without constraints. Freedom Scholars propose research projects that address the themes of freedom within their area of expertise. This program supports Global Distinction goals by increasing book publications, sponsored expenditures, and fellowship proposals (counted as awards). The College anticipates supporting several such scholars as part of Virginia Tech's commemoration of America's semiquincentennial in 2026.