

**College of Liberal Arts and Human Sciences
2023-2024 Annual Report
Laura Belmonte, Dean**

I. Key accomplishments of the College

- Overall undergraduate enrollment

	2022-2023	2023-2024	Percentage Change
Undergraduate Enrollment (primary major headcount)	4,182	4,251	+1.65%

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

	2018 Cohort	2019 Cohort	2020 Cohort	2021 Cohort	Percentage Change
Freshmen (4-year-rate)*	81.3%	79.5%	79.1%	-	-0.4
Transfer (3-year-rate)**	74.7%	71.8%	64.8%	80.5%	15.7%

*The 4-year graduation rate for freshmen in 2022 is reflected in the 2018 cohort. The 2019 cohort reflects the 4-year rate for 2023. The 2020 cohort reflects the 4-year rate for 2024.

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

- Overall graduate and/or professional enrollment

	Fall 2022	Fall 2023	Percentage Change
Graduate enrollment	1,009	961	-4.76%

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

	2022-2023	2023-2024	Percentage Change
Doctoral	88	85	-5.56%
Master's	223	250	+12.93%

- Number of postdoctoral appointees

	Fall 2022	Fall 2023	Percentage Change
Postdoctoral and post-MFA appointees	9	6	-33.33%

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

	FY 2022-2023	FY 2023-2024	Percentage Change
Extramural research expenditures (UDC PIBB 2.0 Sponsored Expenditures)	\$12,366,710	\$13,668,560	+10.53%

- Philanthropy, with endowments separated from total gifts received.
The current, overall endowment for CLAHS is approximately \$27.7million.

	FY 2022-2023	FY 2023-2024	Percentage Change
New gifts and commitments	\$14,121,679	\$4,554,207	-67.75%

- Faculty, staff, and student diversity

Faculty and Staff

Category	2022-2023	2023-2024	Percentage change
Full-time TR faculty	459	451	-1.7%
Female FT TR faculty	248	245	-1.2%
URM FT TR faculty	60	60	0%
AP faculty	46	47	+2.2%
Female AP faculty	26	38	+46.2%
URM AP faculty	6	4	-33.3%
Classified professionals & staff	94	100	+6.4%
Female CP&S	71	85	+19.7%
URM CP&S	14	12	-14.3%

Students

Category	2022-2023	2023-2024	Percentage change
Graduate student	999	951	-4.8%
Female graduate student	644	606	-5.9%
URM graduate student	201	197	-2%
USS graduate student	132	77	-41.7%
Undergraduate student	4182	4251	+1.7%
Female undergraduate student	2601	2604	+0.1%
URM undergraduate student	891	945	+6.1%
USS undergraduate student	1185	1226	+3.5%

- Membership in national academies, indicating specific academy
None
- Faculty scholarship, including citation impact when relevant

	2022	2023	% Change
Books authored and edited (UDC PIBB 2.0 Faculty Book Publications)	34	28	-17.6%
Book chapters	129	124	-3.9%
Articles in refereed or peer-reviewed journals and conference proceedings	388	393	+1.3%
Posters and presentations at professional meetings	712	690	-3.1%
Editors and other editorship roles of journals or other scholarly publications	82	77	-6.1%
Members of editorial boards	248	244	-1.6%

Research

During the recording year, the College prioritized support for faculty pursuing sponsored expenditures and fellowships, including many classified as highly prestigious or prestigious. This support included broadening forms of proposal development efforts, workshops for faculty designed for specific fellowship opportunities, improved coordination with faculty after they received fellowships, and taking steps to address concerns about post-award support. The appointment of new personnel in College administration in human resources and the business office has already resulted in substantial improvements; further efforts will ensure that this improved support will get even better in the coming year.

Faculty listed below received substantial and highly competitive individual fellowships in the past year. Fellowships classified as “highly prestigious” or “prestigious” in the lists from the National Research Council or Academic Analytics are noted. From the perspective of the College, all fellowships are supported equally in terms of making provisions for salary, teaching buy-outs, fringe benefits, and other financial arrangements. 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.

Fellowships award to individual faculty:

- Joseph Eska, English, Guggenheim Fellowship (highly prestigious)
- Deborah Milly, Political Science, research fellowship in Japanese studies, National Endowment for the Humanities (highly prestigious)
- Chad Levinson, Public and International Affairs, residential fellowship, Kluge Center, Library of Congress

- Michael Moehler, Political Science and Director PPE, Friedrich Wilhelm Bessel Research Award, Alexander von Humboldt Foundation
- Su Fang Ng, English, summer stipend, National Endowment for the Humanities, 100%,
- Su Fang Ng, English, residential fellowship, Folger Shakespeare Library, 100%
- Fernanda Ribeiro Rosa, Science, Technology, and Society, individual scholar grant, National Endowment for the Humanities

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 examples of early career faculty (tenure-track or recently promoted and tenured associate professors):

- Nick Copeland, History, National Science Foundation, Co-PI (55%) \$364,404
- Mercedes Corredor, Philosophy, National Science Foundation, % unknown, \$699,706
- Natalie Ferand, Education, National Institute of Food and Agriculture, Department of Agriculture, PI (% not indicated), \$500,000
- Matthew Fullen, Education, U.S. Department of Health & Human Services, Co-PI (% not indicated), \$1,380,249
- Maaz Gardezi, Sociology, USDA NIFA, Department of Agriculture, \$649,396
- Caroline Hornburg, Human Development and Family Science, Purdue University, \$56,079
- Caroline Hornburg, Human Development and Family Science, Worcester Polytechnic Institute, National Science Foundation, \$102,786
- Rachel Midura, History, National Endowment for the Humanities, \$74,281
- Fernanda Ribeiro Rosa, STS, Social Science Research Council, PI (100%), \$200,000
- Jessica Taylor, History, National Endowment for the Humanities, PI (70%) \$49,999
- LaDale Winling, History, National Historical Publications and Records Commission, \$150,000

Advancement Initiatives

The College's Advancement team solidified \$4.55M in new gifts and commitments revenue, falling just short of the \$5M goal for FY2023-2024. The advancement staff had significant turnover during the fiscal year which impacted philanthropic outcomes. Despite the staff turnover, the College saw increased alumni participation, 21.9%, and senior class gifts, 675, both all-time highs for the College.

II. Plans and goals for the coming year 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 reassessed scholarship practices for the funds managed by the group to best align with VT Advantage. Changes include removing application barriers, aligning applicable scholarships with

- automatic considerations, offering renewable scholarships and automatically renewing scholarships annually, partnering with the Office of Financial Aid and Scholarships to offer strong packages to students with financial need, and supporting as many unpaid balances for students with high financial need as possible to avoid disenrollment. Work is ongoing to align CLAHS department- and school-level scholarships with the approach as well: some academic units are also moving forward with the implementation of these practices at this time.
- Global Distinction reallocations
 - The College recently conducted an analysis of non-E&G resources and identified alternative funding that will allow for a reallocation of a portion of external grant support positions resulting in reduced utilization of E&G resources. A portion of these resources will be redirected back into the College in support of Global Distinction efforts.
 - The College is also reallocating Interdisciplinary Capstone resources to fund a new position within the Office of the Dean that will support post-award management across the College. This position is intended to enhance post-award administration of CLAHS external funding in support of the College's Global Distinction initiatives.
 - The College will expand and improve efforts to support faculty book publications, one of the identified measures of global distinction, following the recommendations of a working group convened in fall 2024. These efforts will provide further support for faculty across the university involved in book publication.

 - Capacity analyses

The College is conducting annual capacity analysis meetings with all 13 departments and schools to assess factors that include student credit hours, enrollments, unfilled seats in courses, 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 will continue to develop and refine the centralized advising model introduced in 2021. More than half of the CLAHS students are now advised by eleven advisors through an embedded model; faculty and staff advisors support the remaining students. The Associate Director of Enrollment Management and Student Success position was updated and is now the Director of Advising, which aligns with other colleges that have centralized advising models; the Director supervises all advisors in the UAAO since January 2024.

- The Senior Director of Academic Support, who has more than 25 years of service to the College, plans to retire in 2024-2025. The UAAO team is drafting plans to address the loss of historical knowledge about CLAHS undergraduate majors and policies and to reassign duties across positions to maintain manageable position responsibilities. The responsibilities and oversight of this role are challenging to shape into a manageable position description for someone new to the role.
 - A new position, Assistant Director of Employer Relations and Career Services, was approved, and the search concluded with a hire in June 2024. Career-related programming is in progress for 2024-2025 with a strong start.
 - The UAAO team implemented a Bridge grant of \$50,000 to fund additional career advising support for students and to provide support for faculty to work on creating and implementing a Bridge plan. The funding supported two units with continued implementation, four programs with initial planning, and one unit with funds to offer career-related programming. In 2024-2025, the team received \$31,000 to continue developing Bridge programming across CLAHS degree programs. By May 2025, CLAHS will have at least 50% of its students participating in Bridge.
- Staff Efficiency and Excellence

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 two staff retreat/career development events; created affinity groups that align with key staff job duties to collaborate on the unique challenges each group experiences; and named a Staff Liaison in the Office of the Dean to assist staff with questions and concerns they face in their units. In 2024-2025 we will expand the project by inviting staff to present training at retreats and reviewing staff position duties and classifications to ensure we are providing market-competitive salaries.
 - Space

The College will continue to address space needs, exploring opportunities for additional space and extricating itself from expensive off-campus leases as it is able.
 - Center development
 - The College will be creating a new Center for Equitable Research in the Arctic that will generate many opportunities for federal grants related to climate change, language and cultural preservation, economic development, and rural education.
 - The College has moved the Institute for Policy and Governance out of SPIA and made it a College center in order to generate more visibility of IPG's many and varied successful grant and applied research projects. Similar plans are underway for the Center for Violence Prevention and Peace Studies, which is currently housed in the Department of Sociology.
 - The College is working with individuals across the university to identify ways that it might expand the capacity and revenue generated by the Child Development Learning Resource Center and the Engagement Center for Creative Aging.