

AdvanceVT Quarterly Report
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January 1 – March 30, 2007

Significant Accomplishments

Programmatic:

- Hosted fourth annual Advancing Women at Virginia Tech workshop on January 9 with 125 registered participants. Two members of the University of Michigan STRIDE committee spoke about their role in educating search committees on equitable hiring practices. Workshop program and presentations are available at http://www.advance.vt.edu/News_&_Events/Advancing_Women_Workshops.htm.
- Began discussions with Leadership Team and Executive Committee of sustaining *AdvanceVT* activities and programs following the grant funding period.
- Met with Marshall University's new ADVANCE team to share lessons learned.

Pipeline:

- Held five lunch seminars for graduate students and post-docs, including a panel of junior faculty members from different institutions discussing how to get started in an academic career, a speaker on using humor to defuse tense situations, a panel of Virginia Tech faculty on negotiating dual career issues in academe, a speaker on intellectual property issues and alternate career paths for scientists and engineers, and a speaker on gender and technology.
- Reviewed 27 applications and awarded PhD fellowships for 2007-08 academic year to Amy Villamagna in Fisheries and Wildlife Science and Krista Rule in Civil and Environmental Engineering.
- Met with current year PhD and post-doctoral fellowship recipients to review progress on mentoring plans.

Recruitment:

- Hosted two visiting scholars: Leah Shaw, co-hosted with the physics department, and Nichole Key, co-hosted with the department of mechanical engineering.
- Held session on recruiting a diverse faculty at the January 9 Advancing Women at Virginia Tech workshop.
- Began planning summer institute for search committee members and college liaisons.

Leadership:

- Held coaching meetings with members of the 2006-07 cohort of the Leadership Development Program as part of their individual development plans for the year.

- Reviewed 28 applications for research seed grants and awarded grants to six junior faculty for the 2007-08 academic year.
- Selected six participants for next cohort of the Leadership Development Program.
- Hosted two lunches for senior women faculty to meet with university leaders, including the Vice-Provost for Graduate Studies and Dean of the Graduate School and two university research center directors. Held two follow up discussions with Dean DePauw.

Policy:

- Produced and distributed a brochure describing work-life balance programs for faculty at Virginia Tech, including child and elder care, support for dual career hires, family leave, stopping the tenure clock, and modified duties.
- Completed draft policy on part-time tenure track appointments. Policy was approved by Faculty Senate and the Commission on Faculty Affairs in March, and will be reviewed by University Council in April and the Board of Visitors in June.
- From July 1, 2006, to mid March, 2007, 51 new dual career cases have been logged into the database – 27 were recruitment cases and 17 were cases of retention for faculty who are already at Virginia Tech. A number of the dual career hires have been placed in positions at the university or in the community. A survey of referring department heads and of dual career partners was conducted to gather assessment of services provided by the Dual Career Services Program.
- 19 requests for stopping the tenure clock (under newly revised policy) have been approved to date in 2006-07 – 9 women and 11 men. Three requests for modified duties have been approved for fall and spring 2006-07 (first year of implementation of new policy); none have been denied.

Department Climate:

- Held session on successful strategies for improving department climate at January 9 Advancing Women at Virginia Tech workshop.
- Made a department climate presentation to the university's Task Force on Race and the Institution to identify common goals and strategies.
- Advised two department heads on strategies for implementing climate improvement strategies.
- A group of *AdvanceVT* faculty have initiated a study, based on the Climate Survey results, to evaluate the relationship of departmental climate to faculty productivity. The study will involve additional factor analyses of the climate results, the creation of productivity indices, and regression analyses.

Assessment and Research:

- Analyzed responses to the 2005 faculty work-life survey by ethnicity and presented results at the Scholarship of Diversity Conference and to the university's Task Force on Race and the Institution and the Black Caucus.

- Submitted paper on factors that influence job satisfaction for engineering faculty to the American Society for Engineering Education conference in June.

Other

- Co-hosted a peer mentoring workshop for junior women faculty with the Organization of Women Faculty.
- Hosted two luncheons to identify issues, barriers, and needs confronting underrepresented minority faculty.

Areas of Difficulty and Efforts to Address Them

- Expanded assessment plans for individual program components in response to recommendations from NSF site visit team and external evaluators, and identified additional resources to implement the plans.

Best Idea/Reference/Insight

- The “X-Gal” essays in the Chronicle of Higher Education – essays on work/life balance by a group of women in biological sciences (example: <http://chronicle.com/weekly/v53/i22/22c00101.htm>).

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