

**AdvanceVT Quarterly Report
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Significant Accomplishments

- AdvanceVT had greater than expected participation in its inaugural workshop in January with over 160 faculty, administrators, and guests, very positive feedback on the workshop, and great input on where the program should focus its efforts.
- In January, the Dean of Science announced two appointments to senior leadership positions in the newly restructured college: Nancy Ross, professor of geosciences, was appointed Associate Dean of Research, Graduate Studies, and Outreach, and Sheryl Ball, associate professor of economics, was appointed Associate Dean of Curriculum, Instruction, and Advising.
- The Virginia Tech Dean of Engineering, Hassan Aref, was invited to write an editorial for the web site Engineering Trends, which he decided to focus on women in engineering. Co-PIs Nancy Love and Karen Thole coauthored the editorial with Dean Aref. It was titled “Women Academic Leaders are Key to Transforming Engineering Colleges”. (<http://www.engtrends.com/Editorials/2004March/Default.asp>)
- During the College of Engineering’s Promotion and Tenure Committee discussions, a candidate who had taken advantage of the University’s “stop the clock” provisions was up for review after seven years instead of the usual six. One of the committee members commented that the candidate’s productivity appeared low for seven years of effort. Another committee member pointed out that the candidate should be evaluated based on only six years of effort because of the “stop the clock” provision. The committee member attributed that new awareness to attending the AdvanceVT workshop and having participated in a discussion of issues related to how to evaluate cases where the probationary period has been extended for childbirth. The candidate was eventually approved.
- AdvanceVT hosted its first two visiting scholars, Dr. Louise Kellogg, chair of the geology department at the University of California at Davis, in conjunction with the Virginia Tech geology department, and Caroline Lasser, doctoral candidate at the Technical University of Munich, in conjunction with the Virginia Tech math department.
- AdvanceVT was able to award three graduate assistantships instead of two by reallocating funds within the program.
- Patricia Hyer, Associate Provost and Advance PI, was named “Woman of the Decade” by the Virginia Tech Women’s Center at its 10th anniversary celebration.

- Catherine Eckel, professor of economics and Advance professor, was named a recipient of the University's Diggs Teaching Scholar Award.

Areas of Difficulty

- Lack of child care was identified as a major issue for the Virginia Tech community at AdvanceVT's January workshop. As a result, AdvanceVT surveyed faculty, staff, and graduate students to determine the demand for child care on or near the campus, and is in the process of evaluating the survey results. Findings will be shared with local child care providers, the University community, and leadership.
- Programs and activities have been somewhat slow getting started due to the establishment of committees to oversee the four primary work elements of the AdvanceVT program and the difficulty of scheduling committee meetings. We believe that the resulting programs will be stronger as a result of the input from the committee members, who represent different aspects of the university and different areas of expertise.

Best Idea/Reference/Insight

- JoAnn Moody, "Supporting Women and Minority Faculty", Academe (publication of the AAUP): Jan-Feb 2004, Volume 90, issue 1.
- Deborah Tannen, "The Power of Talk", Harvard Business Review 73 (1995):5

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