

***AdvanceVT* Quarterly Report
National Science Foundation
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March 31, 2005**

Significant Accomplishments

Programmatic:

- *AdvanceVT* hosted its second annual campus wide workshop on January 10, 2005, with keynote speakers Virginia Valian and Denice Denton. More than 100 faculty members, administrators, and graduate students participated in the workshop and their feedback was overwhelmingly positive.
- *AdvanceVT* fielded a campus-wide faculty survey of satisfaction and work/life issues and received 1170 responses, a response rate of almost 60%. Analysis of the survey data will begin in April and continue over the summer.
- *AdvanceVT* co-hosted a networking reception for women faculty and graduate students during Women's Month (March) and Graduate Education Week in collaboration with the Graduate School, Women's Center, Women's Studies Program, Organization of Women Faculty, and Women in International Development.

Pipeline:

- *AdvanceVT* selected two PhD candidates and two post-doctoral associates from the colleges of science and engineering as recipients of *AdvanceVT* Fellowships for the 2005-2006 academic year.
- *AdvanceVT* Professor Love and the *AdvanceVT* project director met with the current PhD and Post-doctoral fellows funded by *AdvanceVT* and their mentors to discuss their career development and future plans and ways to improve the *AdvanceVT* fellowship program.
- The *AdvanceVT* Pipeline Work Group coordinated teams of two women faculty to meet with women Ph.D. candidates and post-doctoral associates who are preparing for academic interviews for one-on-one "mock interview" sessions and coaching on the faculty search process.
- *AdvanceVT*, the Graduate School, and the Research Division initiated a series of First Friday lunch discussions for post-doctoral and research associates. These individuals constitute an underserved group on campus, since neither programs designed for graduate students nor programs targeting tenure track faculty are designed to meet their needs.
- *AdvanceVT* recruited assistance from two teams of graduate students in Dr. Tonya Smith-Jackson's Human Information Processing class to collect information and help design a career preparation conference for women graduate students in science and engineering planned for July 2006.

Recruitment:

- *AdvanceVT* Professor Schmittmann met with 11 search committees in the college of engineering, including the dean of engineering search committee, to discuss keys to successful faculty searches and sources of unintentional bias in the hiring process. A brochure highlighting sources of bias and ways to overcome them is in preparation.
- *AdvanceVT* co-hosted two *AdvanceVT* Scholars this quarter. These are junior or mid-career women whom we are hoping to attract to campus in the future. An additional five *AdvanceVT* Scholars are expected to visit campus in April.
- *AdvanceVT* Professor Love is serving on the search committee for a new dean of engineering at Virginia Tech.
- *AdvanceVT* faculty are meeting with numerous faculty candidates as part of ongoing searches in the colleges of science and engineering.

Leadership:

- *AdvanceVT* hosted two distinguished lecturers, Dr. Helen Boussalis, chair of the department of electrical and computer engineering at California State University at Los Angeles on February 2, and Dr. Linda Katehi, dean of engineering at Purdue University on March 4. Both visitors met with administrators, faculty, and graduate students to discuss advancing women in academic science and engineering careers.
- *AdvanceVT* selected eight senior women faculty members from across the university to participate in a new leadership development program that will include individual assessment and coaching as well as workshop on specific leadership skills. The selection process was coordinated by *AdvanceVT* Leadership Fellow Dr. Andrea Dietrich.
- *AdvanceVT* selected five junior women faculty members from the colleges of science and engineering as recipients of its second round of research seed grants. The selection process was coordinated by *AdvanceVT* Leadership Fellow Dr. Andrea Dietrich.

Policy:

- The *AdvanceVT* Policy Work Group met with the University Commission on Faculty Affairs to discuss faculty work/life issues and flexible career options highlighted in the American Council on Education report *An Agenda for Excellence: Creating Flexibility in Tenure Track Faculty Careers*. Faculty focus groups and additional discussions are planned.
- *AdvanceVT* Co-PI Hyer met with department heads in the college of business to discuss implementation of the university's stop-the-clock policy.
- Dr. Anne Zajac, associate professor of biomedical science in the college of veterinary medicine, agreed to co-chair the *AdvanceVT* Policy Work Group.

Other:

- *AdvanceVT* Professor Love has been invited to provide one of two key note addresses to the International Water Associations Activated Sludge Population Dynamics Conference in Australia this summer.

Areas of Difficulty and Efforts to Address Them

- *AdvanceVT* is continuing to explore ways to restructure the responsibilities of Advance Professors to spread the workload and get more women faculty involved in the program.

Best Idea/Reference/Insight

- The American Council on Education report *An Agenda for Excellence: Creating Flexibility in Tenure Track Faculty Careers*, available at <http://www.acenet.edu/bookstore/pubInfo.cfm?pubID=330> .
- Denice Denton's comment at our annual workshop: "Sometimes you gotta kill some snakes."

Submitted by

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