

***AdvanceVT* Quarterly Report
National Science Foundation
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Significant Accomplishments

Programmatic:

- Held third annual Advancing Women at Virginia Tech workshop on February 2 – 3, 2006, in conjunction with the Mid-Atlantic Conference on the Scholarship of Diversity. Over 100 Virginia Tech faculty members attended. The workshop included presentations on predictors of faculty job satisfaction from the faculty survey conducted last spring and an overview of keys to success in institutional transformation from other Advance grant recipients. Small group discussions developed college level action plans to address faculty work/life issues identified by the faculty survey.
- Participated as a discussant on the panel “Advancing Women in Science through Institutional Transformation” at the AAAS Annual Meeting in St. Louis, MO, February 20, 2006.
- Monthly executive committee meetings focused on program goals of institutionalization, sustainability, and visibility of *AdvanceVT* activities.

Pipeline:

- Hosted lunch seminars for graduate students and post-docs on grant proposal writing and academic job interviews.
- Met with current Ph.D. fellowship recipients and their mentors to review progress to date.
- Selected two new Ph.D. fellowship recipients for year four of the grant.
- Reviewed criteria for post-doctoral fellowships. Expanded eligibility for postdoctoral fellowships to include women scientists and engineers with degrees from Virginia Tech or elsewhere in science and engineering departments in which women are underrepresented on the faculty, and strongly encouraged women with non-traditional career paths to apply.
- Continued to prepare for Transforming the Professoriate conference in July.

Recruitment:

- Hosted one visiting scholar, Vivian Sullivan, analytical chemistry manager at Argonne National Lab.
- Presented tips on successful faculty searches and sources of unintentional bias to faculty meetings in several departments.

Leadership:

- Hosted lunch for women faculty in the *AdvanceVT* Leadership Development Program with Virginia Tech Provost and *AdvanceVT* Principal Investigator Mark McNamee.

- Hosted lunch for faculty members from across the university with Dean of Agriculture and Life Sciences Sharron Quisenberry and Associate Dean of Engineering Ed Henneke to discuss leadership and career development.
- Hosted breakfast for faculty members from across the university with a panel of department heads and research center directors to discuss leadership and career development.
- Selected five tenured women faculty members for participation in the second cohort of the Leadership Development Program.
- Provided on-going coaching to women participating in the *AdvanceVT* Leadership Development Program.
- Identified ten positions/projects around campus as opportunities for leadership fellowships.
- Solicited proposals for next year's leadership fellows.
- Selected six untenured women faculty members from four different colleges for the next round of research seed grants.

Policy:

- Revised draft modified duties policy and discussed with Commission on Faculty Affairs, academic deans, and participants in February Advancing Women at Virginia Tech workshop.
- Revised university stop-the-clock policy and discussed with Commission on Faculty Affairs and participants in February Advancing Women at Virginia Tech workshop.
- University-wide child care task force delivered a report recommending a university child care center to the Provost and Executive Vice-President.
- Completed meetings with department heads in all colleges to acquaint them with services provided by the new dual-career assistance office.
- Made presentation on faculty work-life issues to the College of Veterinary Medicine Faculty Association.

Assessment and Research:

- Developed regression model of predictors of faculty satisfaction from the analysis of the Spring 2005 Faculty Work-Life Questionnaire and presented findings during the third annual Advance workshop February 2-3.
- Provided analysis of college-level data from the Faculty Work-life Questionnaire to the College of Agriculture and the College of Liberal Arts and Human Sciences.
- Prepared and distributed 4- to 6-page summary reports on the Faculty Work-Life Questionnaire to department heads and up-loaded to the Advance web site for access by external audiences.
- Prepared and distributed three one-page reports summarizing key findings from the Faculty Work-Life Questionnaire on Recruitment, Leadership, and Work-Life campus-wide to 2000 faculty across campus.
- Conducted an evaluation of the *AdvanceVT* leadership development program by interviewing all participants.
- Conducted an evaluation of the *AdvanceVT* seed-grant program by interviewing all participants.
- Conducted year three interviews of a longitudinal study of faculty who joined the Colleges of Engineering or Science in 2003.

- Collaborated with the University of Michigan in the analysis of interviews conducted during summer 2005 for the "Benchmark Study" in preparing for a presentation at the PI meeting in May 2006.

Areas of Difficulty and Efforts to Address Them

- As the program matures and participating faculty take on additional leadership roles at the university, a transition in program leadership is approaching. The leadership team and executive committee will need to address these role changes and potentially bring new leaders into the program.

Best Idea/Reference/Insight

- Collaborating with the Office of Multicultural Affairs on the annual workshop brought information about *AdvanceVT* to a new audience, and vice-versa.

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