

**AdvanceVT Quarterly Report
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Significant Accomplishments

- The AdvanceVT policy workgroup drafted guidelines for dual career hires, obtained reviews and approvals from appropriate university committees, and the provost presented the guidelines to the university board of visitors.
- Three child care initiatives are currently underway on campus, through the college of engineering, the graduate school, and the department of human development. All of these efforts are being supported by data on the need for child care in the university community collected by AdvanceVT.
- The AdvanceVT assessment director provided preliminary data from faculty interviews to three of the four work groups to assist in planning and priority setting
- AdvanceVT has been invited to make presentations to the university-wide department heads' roundtable once a semester next year.
- The AdvanceVT program coordinator, co-PI, and another Advance professor met with each of the 19 department heads in the colleges of engineering and science to discuss issues impacting the success of women faculty. During these meetings, the AdvanceVT team shared responses from faculty interviews to the question "What can department heads do to improve faculty productivity?" The input obtained from these meetings will be used to develop workshops and resource materials for department heads.
- As a result of meeting with the chemistry department head, the AdvanceVT program coordinator was invited to speak to the Southeast Regional Chemistry Department Heads meeting about the Advance program.
- The AdvanceVT program coordinator also gave a presentation about women in engineering and participated in the Civil and Environmental Engineering Department's alumni advisory board retreat.
- AdvanceVT hired a graduate student and began development of a "portal website" for all Advance Institutional Transformation and Leadership program information.
- AdvanceVT hosted informal lunches with senior women faculty in science and engineering to build community and identify their needs. Input will be used in planning program activities for the coming year.
- The AdvanceVT graduate assistant for assessment applied what she learned from interviewing Virginia Tech faculty to her own job search and as a result obtained a faculty position and good start-up package.

Areas of Difficulty and Efforts to Address Them

- Space allocation data are not available at the individual faculty level for all colleges. Space data are available by individual faculty member for the college of engineering, but the number of women is so small that statistical analysis of differences is not meaningful. We are currently discussing the most effective way to collect space data for the college of

science, and to analyze the data controlling for factors such as type of research conducted, number of graduate students supervised, and faculty productivity.

- Date of last promotion is not available in the university faculty database prior to 1997, making it impossible to calculate time in rank for those promoted more than seven years ago. We are currently discussing the most effective way to obtain that information for the colleges of science and engineering in order to compare years in rank by gender.
- Women faculty express a reluctance to take on administrative roles because of a perceived need to give up or significantly reduce their research programs. Consideration needs to be given to restructuring administrative positions and/or providing additional support to allow administrators to continue as active researchers.
- Group process issues within the AdvanceVT leadership are hindering planning efforts for year two of the grant. We have engaged a facilitator to help work through these issues and are also working with senior university administrators to determine the most effective way to meet the goals of the AdvanceVT program.

Best Idea/Reference/Insight

- Babcock, Linda, & Laschever, Sara, (2003). *Women Don't Ask: Negotiation and the Gender Divide*, Princeton University Press.
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