

***AdvanceVT* Quarterly Report
National Science Foundation
Cooperative Agreement SBE-0244916
September 30, 2004**

Significant Accomplishments

- *AdvanceVT* completed report on survey of child care needs at Virginia Tech. The report was announced on the Virginia Tech main web page and in the faculty/staff newspaper, and the *AdvanceVT* project director was interviewed by the local public radio station about the survey findings. Recommendations were sent to the provost and executive vice president for follow up actions.
- The College of Engineering entered into a contract with the premier local child care provider to reserve a certain number of slots for CoE faculty. The availability of a space at this facility was the deciding factor in recruiting a new faculty member.
- The Virginia Tech Child Development Center for Learning and Research is in the process of converting its on campus part time child day care program in to a full-day, year round program.
- Eight of the 21 new tenure-track faculty members hired in the College of Engineering in 2004 are female, or 38%.
- *AdvanceVT* developed and distributed a book mark publicizing work/life resources for graduate students in collaboration with the graduate school.
- *AdvanceVT* interviewed 20 Virginia Tech faculty members who were part of dual-career hires regarding their experiences. The *AdvanceVT* Assessment Director obtained commitments from three other Advance institutions to conduct similar interviews with their faculty for cross-institutional comparison, and anticipates a final pool of 60 interviews.
- *AdvanceVT* co-hosted a successful welcome and networking reception for women faculty, staff, and graduate students with the graduate school, women's center, women's studies program, organization of women faculty, and office of international research, education, and development.
- *AdvanceVT* developed and pilot tested a portal web site for the Advance program nationwide.
- *AdvanceVT* recruited Roseanne Foti, Associate Professor of Psychology at Virginia Tech, to plan and implement a leadership development program for women faculty.
- *AdvanceVT* professor Karen Thole was appointed assistant head of the department of mechanical engineering.

- *AdvanceVT* developed and implemented a new leadership structure for project management, defining roles and responsibilities of project team members and converting the leadership council to an executive committee in order to facilitate increased interaction with key university administrators.
- *AdvanceVT* conducted conflict resolution and communications training with leadership team.

Areas of Difficulty and Efforts to Address Them

- Group process issues within the *AdvanceVT* leadership team have required a significant investment of time and energy over the summer. Team members have demonstrated a firm commitment to the project and each other by working with a mediator and senior university administrators to define and/or restructure team responsibilities.
- *AdvanceVT* is currently finalizing plans for a university wide survey of teaching and research faculty focusing on work-life and satisfaction issues. We are working with the university administration and faculty governance to encourage a high response rate for the survey.
- A small number of new hires make it difficult to identify statistically significant differences in salaries or start-up packages between male and female new faculty. We are continuing to monitor hiring activities, seeking to increase awareness of the complex interplay between the needs of individuals and department/discipline specific practices in each case.

Best Idea/Reference/Insight

- Covington, Kimberly, and Jeff Froyd, *Challenges of Changing Faculty Attitudes about the Underlying Nature of Gender Inequities*, Proceedings of the 2004 American Society for Engineering Education Annual Conference, Session 3692.

Submitted by
Peggy Layne, Project Director
AdvanceVT
236 Burruss Hall (0180)
Blacksburg VA 24061
540-231-9948
playne@vt.edu
www.advance.vt.edu