

***AdvanceVT* Quarterly Report
National Science Foundation
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September 30, 2005**

Significant Accomplishments

Programmatic:

- Co-hosted a second annual fall welcome reception for women faculty and graduate students in collaboration with the Graduate School, Women's Center, Women's Studies Program, and the Organization of Women Faculty.
- The number and percentage of women tenure track faculty in the College of Engineering has increased from 21 (7.3%) in fall 2001 to 39 (13%) in fall 2005.

Pipeline:

- Hosted the first in a series of monthly lunch seminars for graduate students and post-docs on September 12, with Dr. Amy Bell, associate professor of electrical and computer engineering, leading a discussion on balancing career and family.

Recruitment:

- Completed development and printing of brochure on Unrecognized Biases and Assumptions in Hiring, Promotion and Tenure for distribution to search committees and others.
- Hosted two visiting scholars: Nichole Rylander, in conjunction with the Mechanical Engineering department on August 31, and Karen Allen, in conjunction with the chemistry department on September 29.

Leadership:

- The eight senior women faculty members from across the university selected to participate in *AdvanceVT*'s leadership development program completed self assessments and obtained "360 degree assessments" from their colleagues. This input was used by Dr. Roseanne Foti and Dr. Karen Thole to prepare individualized development plans for each participant.
- Dr. Barbara Baird and Dr. Jane Tucker presented three half day workshops on negotiations and conflict resolution for faculty on August 17 and 18 as part of *AdvanceVT*'s leadership development program. A total of 40 faculty members participated in the workshops. One session was open to all faculty across campus, and was oversubscribed within 24 hours of the announcement. The other two sessions were targeted to senior women faculty.

- Co-hosted distinguished lecturer Dr. Mildred Dresselhaus on September 16 in conjunction with the physics department's celebration of the world year of physics. Dr. Dresselhaus spoke to a standing room only crowd in an auditorium that seats over 200.
- Hosted a panel discussion on Women Leaders in Academe: Personal Perspectives and Future Directions on September 30, with guest speakers Dr. Barbara Baird, Cornell University, director, nanobiotechnology center; Dr. Diane Souvaine, Tufts University, chair, computer science; Dr. Laurie McNeil, University of North Carolina, chair, physics; Dr. Judy Vance, Iowa State University, chair, mechanical engineering; and Dr. Nancy Ross, associate dean, College of Science, Virginia Tech. The speakers were hosted on campus by participants in *AdvanceVT*'s leadership development program.
- Three female assistant department heads have been appointed in the College of Engineering

Policy:

- The *AdvanceVT* Policy Work Group and the University Commission on Faculty Affairs met with President Steger to discuss feedback from the faculty focus groups held last spring, and are planning a series of meetings with various segments of the university community this fall.
- Held second annual new department head orientation on August 10 – 11.
- Completed report on Voluntary Departures of Tenured and Tenure-Track Faculty: A Gender Perspective.
- Ms. Beverlyn Samuels, currently Career and Enrollment Coordinator for the College of Natural Resources, was hired to fill the new position of Dual Career Employment Coordinator beginning October 3. The position is funded by the Provost's Office and the new program will be a collaboration between the Provost's Office and Personnel Services (now Human Resources).
- Provost McNamee, Associate Provost Hyer, and President of the Faculty Senate Susanna Rinehart attended the ACE/Sloan Foundation conference on creating flexibility in tenure track faculty careers on September 22-23.

Other:

- Developed new directory categories for Advance Portal web site and recategorized links.

Areas of Difficulty and Efforts to Address Them

- Institutionalization, sustainability, and increased visibility have been identified as the priority issues for year three of the *AdvanceVT* program. Working more closely with the deans will be key to institutionalizing program activities. *AdvanceVT* faculty and staff are meeting with development office staff to explore sources of funding for sustainability, and a progress report brochure is in preparation to publicize accomplishments to date across the university community.

Best Idea/Reference/Insight

- Handlesman et al.'s Policy Forum on More Women in Science in the 19 August 2005 issue of Science.
- The conflict resolution and negotiation skills workshops presented by Dr. Barbara Butterfield and Dr. Jane Tucker provided many insights and techniques for getting what you want.

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