

***AdvanceVT* Quarterly Report
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June 30 - September 30, 2006**

Significant Accomplishments

Programmatic:

- Recruited new co-PIs and new members of the *AdvanceVT* Leadership Team: Beate Schmittmann, professor and department head of physics, and Tonya Smith-Jackson, associate professor of industrial and systems engineering have agreed to serve as Co-PIs and members of the *AdvanceVT* Executive Committee; Nancy Ross, associate dean and professor of geosciences, and Andrea Dietrich, professor of civil and environmental engineering, have agreed to serve as Advance professors and college liaisons for the colleges of science and engineering respectively; Janice Terpenney, associate professor of engineering education, Ellen Plummer, director of the Women's Center, and Jack Finney, associate dean and professor of psychology, have also agreed to serve on the leadership team and lead programming in the areas of pipeline, search committee development, and department climate respectively.
- Scheduled Dr. Lisa Frehill and Dr. Barbara Bogue to conduct an external evaluation of the *AdvanceVT* program in November.

Pipeline:

- Hosted Transforming the Professoriate conference for 68 graduate students and post-doctoral researchers from across the U.S. preparing for faculty careers July 20-22. Participants attended workshops on interviewing, negotiating, networking, proposal writing, pedagogy, and work/life balance.

Recruitment:

- Hosted first visiting scholar of the year, astrophysicist Vy Tran, on August 31.

Leadership:

- Members of the 2006-07 cohort of the Leadership Development Program are completing their self and peer assessments and drafting individual development plans for the year.
- Twenty-five female faculty members from across the university participated in a workshop on negotiations and conflict resolution hosted by *AdvanceVT* on August 15.

Policy:

- Obtained approval from the Board of Visitors of revisions to the Stop-the-Tenure-Clock policy, making it automatic for either parent in the case of childbirth or adoption, and a new modified duties policy permitting changes in workload and schedule for faculty facing special family circumstances. Incorporated new policies into faculty handbook and provost office web sites. Disseminated information about policies to faculty and administrators by email and web site news release.
- Reviewed work/life policies with 45 new department heads and other university leaders at orientation on August 8-9.
- Reviewed policy changes with 100+ department heads, deans, and promotion and tenure committee chairs on September 22.

Department Climate:

- Recruited Jack Finney, professor of psychology, associate dean in the college of science and former department head to lead this new effort. The committee held its first meeting, reviewed some departmental best practices, and is using the responses to the 2005 faculty work/life survey to identify possible departments to work with.

Assessment and Research:

- Analyzed responses to the faculty work/life survey fielded in spring 2005 at the college and department level. These analyses will be shared with deans and department heads and used to guide a department climate initiative.
- The following presentations are in preparation:
 - Amelink, C., & Creamer, E. G. (2006). Spillover and job satisfaction of married/partnered faculty members. Research paper presentation. Association for the Study of Higher Education National Conference. Anaheim, CA., November 1-4, 2006.
 - Saddler, T., & Creamer, E. G. (2006). Collegiality and the job satisfaction of science and engineering women and minority faculty. Poster presentation. Association for the Study of Higher Education (ASHE) National Conference. Anaheim, CA, November 1-4, 2006.
 - Creamer, E. G., Malley, J., Stewart, A., & Valian, V. (2007). Cross-institutional studies of strategies associated with institutional transformation among nineteen ADVANCE institutions. Symposium proposal. American Educational Research Association. April 9-13, 2007.

Areas of Difficulty and Efforts to Address Them

- Departure of two of the original co-PIs presented the opportunity to redistribute responsibilities and bring new faculty members and administrators with different perspectives onto the leadership team.
- Outside experts have been engaged to evaluate the program and provide advice on gauging impact and institutionalizing change.

- Jack Finney, current associate dean and former department head, has agreed to take the lead in working with department heads and faculty members to address climate issues identified in the 2005 faculty survey.

Best Idea/Reference/Insight

- The Industrial and Systems Engineering department developed a set of “core values” that guide departmental behavior, and ask faculty, staff, and graduate students to evaluate how well the department is following those core values on a regular basis. The department climate committee reviewed this approach as a possible best practice.

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