

***AdvanceVT* Quarterly Report
National Science Foundation
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July 1 – September 30, 2007**

Significant Accomplishments

Programmatic:

- Recruited Eileen Van Aken, Associate Professor of Industrial and Systems Engineering, to serve as a college liaison for the College of Engineering and a member of the *AdvanceVT* leadership team.
- Reviewed data from COACHE survey of pre-tenure faculty and made several presentations of findings to various audiences:
 - New department heads and academic leaders, August 8 (about 50 attended)
 - Promotion and tenure information session for department heads, deans, and P&T committee chairs, September 7 (about 100 attended)
 - Commission on Faculty Affairs, September 14 (12 attended)
- Co-hosted fourth annual welcome reception for women colleagues with the Graduate School, Women's Studies Program, Women's Center, and Organization of Women Faculty.
- Co-hosted daylong series of events celebrating the 35th anniversary of Title IX, including a talk by Dr. Debra Rolison on Title IX and Women in STEM.
- Issued an RFP to local and national childcare providers to stimulate expansion of childcare services in Blacksburg area for VT faculty and staff. Proposals due October 2.

Pipeline:

- Recruited faculty members from the colleges of science and engineering to serve on advisory committee for graduate student seminars.
- Met with graduate school staff to coordinate graduate student programming.

Recruitment:

- Recruited new faculty members from three colleges to serve on selection committee for visiting scholars.
- Reviewed and approved three proposals for visiting scholars.

Leadership:

- Members of the 2007-08 cohort of the Leadership Development Program are completing their self and peer assessments and drafting individual development plans for the year.

- Hosted networking lunch for all three cohorts of the *AdvanceVT* Leadership Development Program.

Policy:

- Obtained approval from the Board of Visitors of new part-time employment policy for tenured and tenure-track faculty. Incorporated new policies into faculty handbook and provost office web sites.
- Reviewed work/life policies with new department heads and other university leaders at orientation on August 7-8.
- Made presentation on work-life policies at New Faculty Orientation, August 17, about 75 tenured and tenure-track faculty members attended.
- Reviewed policy changes with department heads, deans, and promotion and tenure committee chairs on September 7.
- Prepared a draft section on new work-life policies for the department practices compendium.
- Hired a dual career coordinator, Susan Richman, to continue work of Beverlyn Samuels, who left the university.
- Completed report of findings from survey of dual career participants from 2005-06.

Department Climate:

- Presented 2-hour workshop on departmental climate to participants in the New Department Heads and Academic Leaders Workshop on August 7, 2007.
- Completed a factor analysis of department climate survey items for a study investigating the relationship of department climate and faculty productivity.
- Continued development of the Department Climate Compendium to be distributed to all department leaders at Virginia Tech during fall semester.
- Reviewed department climate data with two new department heads (one in the College of Liberal Arts and Human Sciences and one in the College of Science) and made plans to review department climate data with the new dean of the CLAHS.

Assessment and Research:

- Completed analysis of 2005 faculty survey responses by ethnicity and posted report on web site at http://www.advance.vt.edu/Measuring_Progress/Faculty_Survey_2005/Minority_Survey_Report_Final.pdf.
- Completed analysis of feedback from informal focus groups of underrepresented minority faculty members and posted report on web site at http://www.advance.vt.edu/Measuring_Progress/Misc_Reports/Underrepresented_Faculty_Luncheon_Report_2007_Final.pdf.
- Completed 2007 Salary Equity Study and posted results on web site at http://www.advance.vt.edu/Measuring_Progress/Annual_Reports/Virginia_Tech_Salary_Equity_Study_080307.pdf.

- Began analysis of longitudinal interviews of new science and engineering faculty hired in fall 2003.

Other

- Reorganized web site and converted to university standard templates.

Best Idea/Reference/Insight

- Catalyst's report, "The Double-Bind Dilemma for Women in Leadership: Damned if You Do, Doomed if You Don't,"
http://www.catalyst.org/knowledge/titles/title.php?page=lead_doublebind_07

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