

***AdvanceVT* Quarterly Report
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Significant Accomplishments

- *AdvanceVT* launched the Advance portal web site, www.advance-portal.net, and publicized its availability to Advance grantees and various list serves.
- *AdvanceVT* organized a workshop for Advance Institutional Transformation and Leadership principal investigators, engineering deans, and NSF engineering directorate program officers in Arlington, VA.
- The *AdvanceVT* leadership team gave a presentation about the program to Virginia Tech's Board of Visitors Academic Affairs Committee. The presentation was well received and generated considerable discussion.
- *AdvanceVT* professors Schmittmann and Thole led a discussion on successful faculty searches for the university-wide department head breakfast roundtable.
- *AdvanceVT* leadership team members Hyer, Creamer, and Love discussed university policies on stopping the tenure clock and dual career couples at a meeting co-sponsored with the Organization of Women Faculty.
- *AdvanceVT* leadership team members Hyer and Eckel met with department heads in the colleges of engineering, science, and agriculture to discuss implementation of university policies on stopping the tenure clock and dual career hires.
- *AdvanceVT* leadership team members Thole and Foti met with department heads in the colleges of engineering, science, and agriculture to present *AdvanceVT*'s new leadership development program and encourage them to nominate women faculty in their departments.
- *AdvanceVT* co-hosted a visit by Dr. Debbie Niemeier, former chair of the department of civil and environmental engineering at the University of California, Davis, who spoke to graduate students about preparing for a faculty career.
- *AdvanceVT* co-hosted visits by two young scholars and potential faculty candidates: Dr. Laura Cadonati, currently a physics post-doc at MIT, and Rafaella DeVita, who is completing her PhD in mechanical engineering at the University of Pittsburg.
- The *AdvanceVT* project director moderated a panel on Advance at the Society of Women Engineers annual conference.
- *AdvanceVT* assessment director Creamer presented findings from interviews of dual career hires at the American Society for Higher Education annual conference.

- *AdvanceVT* professor Schmittmann presented talks about the Advance program at Bowdoin College and the University of Maine.
- *AdvanceVT* professor Thole was named a distinguished alumna of the University of Texas, Austin, Department of Mechanical Engineering.
- *AdvanceVT* professor Schmittmann was named a fellow of the American Physical Society.
- *AdvanceVT* professor Eckel was elected president of the Southern Economic Association.
- *AdvanceVT* published two newsletters publicizing upcoming events and presenting data from dual career interviews and the annual report.

Areas of Difficulty and Efforts to Address Them

- *AdvanceVT* professor Eckel has taken on additional professional responsibilities as president-elect of the Southern Economic Association and has decided not to continue as a member of the *AdvanceVT* leadership team and chair of the policy work group. Co-PI Hyer will assume leadership of the policy work group.
- *AdvanceVT* professor Love has also decided to reduce her level of involvement in Advance, but will continue to lead development of the portal web site and planning for a graduate student conference in the summer of 2006.
- *AdvanceVT* is continuing efforts to recruit faculty members to lead a mentoring initiative and to assume a leadership role in the pipeline work group.
- Fielding of *AdvanceVT*'s campus-wide faculty survey has been delayed until early January in order to avoid potential conflict with other campus-wide data collection initiatives.

Best Idea/Reference/Insight

- Articles and presentations by Mary Ann Mason and Marc Goulden on the impact of parenthood on academic careers, such as “Do Babies Matter (Part II)? Closing the Baby Gap” in the November-December 2004 issue of *Academe, Bulletin of the American Association of University Professors* (volume 90, number 6) have sparked much discussion among the *AdvanceVT* leadership team and will be used to stimulate discussion university-wide on work/life policies.

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