

***AdvanceVT* Quarterly Report  
National Science Foundation  
Cooperative Agreement SBE-0244916  
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Significant Accomplishments

Programmatic:

- Redesigned the *AdvanceVT* website to improve access to information about the program.
- Developed, printed, and distributed to all teaching and research faculty a progress report brochure highlighting accomplishments over the first two years of the grant.
- Developed short reports focusing on the recruitment and leadership aspects of the faculty survey data and made them available on the program web site.
- Completed report on findings from faculty focus groups conducted during spring 2005.
- Survey Research Center completed a major report on reasons for faculty leaving Virginia Tech over the most recent 2 ½ year period and perceptions of their experience.
- Hosted a university-wide meeting for academic leaders (120 deans, department heads, and others) to address faculty work-life issues. Presented data on faculty work-life from the *AdvanceVT* survey, findings from faculty focus groups conducted in spring 2005, and provided copies of report from recent faculty exit surveys. (All reports available at [http://www.provost.vt.edu/web\\_pages/Worklife\\_Documents.html](http://www.provost.vt.edu/web_pages/Worklife_Documents.html)) Participants held table discussions to process key findings from the various reports.
- Monthly executive committee meetings focused on program goals of institutionalization, sustainability, and visibility of *AdvanceVT* activities.

Pipeline:

- Hosted monthly lunch seminars for graduate students and post-docs. October's seminar included a presentation on academic job interviews and November's seminar gave pointers on how to give good presentations.
- Reviewed criteria for Ph.D. and post-doctoral fellowships. Expanded eligibility for Ph.D. fellowships to include women scientists and engineers outside the colleges of science and engineering.
- Coordinated with UMBC Advance on publicity for summer conferences for graduate students and post-docs.
- Confirmed Dr. Carolyn Meyers, provost of North Carolina A&T, as keynote speaker for Transforming the Professoriate conference July 20-22, 2006.

Recruitment:

- Hosted one visiting scholar, Tanya Wickliff, who recently completed her Ph.D. in engineering management and organizational development at Texas A&M and is a potential candidate for a position in Virginia Tech's department of engineering education.
- Recruited a subcommittee of faculty members to continue presentations to search committees on successful searches and unintended bias.

- Presented tips on successful faculty searches and sources of unintentional bias to faculty meetings in several departments.

#### Leadership:

- Hosted a breakfast for women faculty with Virginia Tech Vice-President for Research Brad Fenwick.
- Presented and facilitated a discussion at the Department Heads Roundtable on leadership styles, the positive outcomes associated with transformational leadership, and how department heads can use a transformational leadership style to achieve department goals.
- Provided on-going coaching to women participating in the *AdvanceVT* Leadership Development Program.
- Hosted a visit by General Electric Aircraft Engines Vice-President and General Manager Jeanne Rosario.
- Arranged trip for female assistant professors in science and engineering to visit NSF and other funding agencies and meet with program officers.

#### Policy:

- Established Dual Career Assistance Program Office. Developed a program brochure. Held informational meetings with college fiscal officers and department heads by college.
- Drafted a modified duties policy and discussed with Commission on Faculty Affairs and academic deans.
- Presented symposium on institutional transformation for women at the Association for the Study of Higher Education, November 18.
- Presented on work-life issues to University Academic Advisory Council on Strategic Planning.
- University-wide child care task force met throughout the fall.

#### Areas of Difficulty and Efforts to Address Them

- The *AdvanceVT* leadership team met monthly during the fall semester, alternating with monthly meetings of the Executive Committee. This reduced frequency of leadership team meetings did not provide adequate opportunity for communication and decision making, so the frequency of meetings will be adjusted in the spring semester and email communications will be more structured.

#### Best Idea/Reference/Insight

- Change Magazine, November/December 2005. Entire issue devoted to “The Changing Lives of Faculty”

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