

***AdvanceVT* Quarterly Report
National Science Foundation
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September 30 – December 31, 2006**

Significant Accomplishments

Programmatic:

- Lisa Frehill and Barbara Bogue conducted an external evaluation of the *AdvanceVT* program in November, meeting with university leaders, members of the leadership team and executive committee, and faculty who have not been directly involved with *AdvanceVT*. They prepared a report on progress to date as a result of *AdvanceVT* and provided recommendations for increasing the impact of the program over the final two years of grant funding. Particular attention was paid to assessment and institutionalization, with specific recommendations for additional activities in those areas.
- Published three newsletters highlighting *AdvanceVT* activities, distributed in hard copy to deans, directors, and department heads on campus and available on the web at www.advance.vt.edu.

Pipeline:

- Held workshops on negotiations and conflict resolution for 22 graduate students and 12 post-docs on October 30.
- Held seminar for 57 graduate students on careers at teaching-centered institutions on November 14.
- Conducted follow up evaluation of the summer “Transforming the Professoriate” conference. Participants completed a questionnaire consisting of key indicators of success in academia both before and after the conference. Preliminary analysis of the results indicates:
 - Fifty-eight women and five men attended the conference, with a mean age of 31.53 ($SD = 5.37$).
 - The participants were 27% Caucasian, 21% Asian/Pacific Islander, 16% African-American, 8% Hispanic-American, and 13% other.
 - Significant differences between pre-conference and post-conference scores were found for “perceptions about academic careers”. Specifically, participants’ self-reported awareness of research activities and service activities increased at the post-conference measure; but not their self-reported awareness of teaching in academia.
 - Another difference identified from the pre- to post-conference period related to negotiating job compensation packages. Participants reported significantly higher confidence in negotiating job compensation packages after the conference.

Recruitment:

- Hosted second visiting scholar of the year, biologist Diane Ebert-May, on November 3.

Leadership:

- Held coaching meetings with members of the 2006-07 cohort of the Leadership Development Program as part of their individual development plans for the year.
- Held information session on preparing proposals for research seed grants for 15 untenured women faculty on November 15.
- Last year's seed grant recipient Maura Borrego received an NSF Career award.

Policy:

- Collected and reviewed examples of part-time work policies for tenured and tenure-track faculty from other universities and began drafting proposed policy for Virginia Tech.

Department Climate:

- Presented college and department level analysis of faculty survey data to deans on November 9. Followed up with presentations to department heads in the colleges of science and engineering. Reviewed and discussed departmental practices for faculty development and evaluation to identify successful strategies.

Assessment and Research:

- Developed and administered pre-test for participants in the Leadership Development Program.
- Developed standardized reporting form for Research Seed Grant recipients, and collected follow-up data from previous recipients.
- Began an effort to compile information about participation in *AdvanceVT* events into a comprehensive database for analysis across the program.
- Presented results of two *AdvanceVT*-related studies at the Association for the Study of Higher Education conference:
 - 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.

Other

- Program Director Layne presented an overview of the NSF's ADVANCE program to the Women in Engineering Leadership workshop at the Society of Women Engineers annual conference in Kansas City on October 14.
- Advance Professor Terpenny included information about *AdvanceVT* in several talks she gave to colleagues in South Korea during a visit in November.
- Responded to inquiries from Iowa State University on various Advance related issues.

Areas of Difficulty and Efforts to Address Them

- Engaged the services of the Center for Survey Research to perform college and department level analysis of 2005 faculty survey responses in order to broaden the use of these data and to free up assessment personnel to work on evaluation of other program activities.

Best Idea/Reference/Insight

- Daryl Smith and Jose Moreno's article "Hiring the Next Generation of Professors: Will Myths Remain Excuses?" in the September 29 issue of the *Chronicle of Higher Education*.

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