

***AdvanceVT* Quarterly Report
National Science Foundation
Cooperative Agreement SBE-0244916
October 1 – December 31, 2007**

Significant Accomplishments

Programmatic:

- Collaborating with the ACE Virginia Network on a PAID proposal to disseminate *AdvanceVT*'s leadership coaching model throughout Virginia.

Pipeline:

- Hosted lunch seminar for graduate students on preparing for an academic job search.

Recruitment:

- Hosted visiting scholars Svetlana Poroseva and Kristi Morgansen.
- Co-sponsored attendance by Kelly Oaks, Director of Equity Initiatives, and Fred Piercy, Associate Dean, College of Liberal Arts & Human Sciences, at the Institute for Mentoring and Teaching, Arlington, VA, October 2007, a national event serving about 1,000 minority graduate students participating in special regional, national, or institutional fellowship or support programs. Distributed information about faculty employment at Virginia Tech and disseminated participant resumes to relevant departments upon return to campus.
- Kelly Oaks, Director of Equity Initiatives, attended workshop on Recruiting a Diverse Faculty, October 2007, Charlotte, NC. Workshop presenter invited to present at Virginia Tech in January 2008.

Leadership:

- Hosted two leadership lunches for tenured women faculty, one with Vice-President for Research Bob Walters and one with Dean of the College of Liberal Arts and Human Sciences Sue Ott Rowlands.

Policy:

- Program Director Layne gave a presentation on *Progressive Work/Life Policies for Faculty* at Society of Women Engineers annual conference.
- Abstract *Policy Change is Not Enough: Measuring the Impact of Work/Life Policies at a Research University* accepted by the Women in Engineering ProActive Network for presentation at their conference in June.
- 67 dual career couples assisted during 2006-07.

- Panel presentation on new work-life policies for women faculty members co-sponsored with Organization of Women Faculty, October 2007. Approximately 25 women faculty members attended (several very pregnant!).
- Responses received and evaluated to the university's request for proposal to create a partnership between the university and a child care provider to expand day care services in Blacksburg. Currently negotiating contract with a local provider.

Department Climate:

- Continued development of the Department Climate Compendium to be distributed to all department leaders at Virginia Tech.
- Leadership Team member Finney gave a presentation to the University Commission on Equal Opportunity and Diversity on department climate issues.

Assessment and Research:

- Assessment graduate assistant Saddler and assessment director Creamer presented *Factors that Influence Perceptions of Collegiality Among Faculty Members in Engineering and Other Disciplines* at the Association for the Study of Higher Education annual conference.
- Assessment Director Creamer gave a presentation on responses of underrepresented faculty members to the 2005 faculty survey to the University Commission on Equal Opportunity and Diversity.
- Co-PI Smith-Jackson gave a presentation on concerns of faculty members from under-represented groups to the Commission on Faculty Affairs.
- Abstract on *The Changing Nature of Job Demands During the First Three Years of Employment as a Faculty Member in Engineering* accepted by the American Society for Engineering Education for presentation at their conference in June.

Other

- Co-PI Schmittmann gave a presentation on women in science and engineering to women faculty at VMI and Washington and Lee University, and as a result was invited back to give a presentation on creating a supportive climate for women on campus to the President's Committee on the Status of Women at Washington and Lee.
- Co-PI Hyer served as external advisor for University of Alabama Birmingham Advance program, August 2007.
- Co-PI Hyer made two presentations on *Transformational Change* and *Issues for Pre-tenure Faculty Members* at Texas A&M University, November 2007.
- Co-PI Hyer traveled to Purdue University and met with counterparts involved in preparing Advance IT grant proposal for Purdue.
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Best Idea/Reference/Insight

- Martinez et al., 2007. Falling Off the Academic Bandwagon: Women are more likely to quit at the post-doc to principal investigator transition, *EMBO Reports*, vol. 8, no. 11, pp. 977-981.

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