

***AdvanceVT* Quarterly Report  
National Science Foundation  
Cooperative Agreement HRD-0244916  
January 1 – March 31, 2008**

Significant Accomplishments

Programmatic:

- Submitted collaborative proposal for a PAID grant to disseminate *AdvanceVT*'s leadership coaching model throughout Virginia with the ACE Virginia Network, JMU, UVa, VCU, and VCCS.
- Co-hosted fifth annual "Advancing Diversity at Virginia Tech" conference on January 8, with the Office of Multicultural Affairs. Over 120 people attended.
- Requested and received one-year no-cost extension of grant in order to complete follow up assessment work and final report.

Pipeline:

- Hosted three lunch seminars for graduate students and post-docs on preparing for an academic job interview, negotiating academic job offers, and your first year as a professor.
- Met with current PhD and Post-doctoral Fellowship recipients and their mentors to review progress on mentoring plans.

Recruitment:

- Began development of a database of potential faculty candidates, with a focus on candidates with diverse backgrounds.
- College of Engineering Liaison Van Aken met with a total of 28 faculty candidates (5 of whom were women) as part of her *AdvanceVT* liaison role for the College of Engineering; provided an overview of the *AdvanceVT* program and outputs, including recent COACHE results and what Virginia Tech is doing based on these findings. Candidates represented 7 different departments (CEE, ISE, ENGE, ESM, MIN, AOE, and BSE). Met with 2 candidates for CS department head, one of whom was a woman. Approximately 8 more faculty candidate meetings are scheduled in March and early April.
- Co-PI Smith-Jackson attended the National Society of Black Engineers annual conference and distributed information about Virginia Tech to potential graduate students and faculty candidates.

Leadership:

- Hosted two leadership lunches for tenured women faculty, one with a panel of female associate deans and one with a panel of female department heads.

#### Policy:

- Began discussion of policy on teaching release during the pre-tenure period, as a result of discussions with pre-tenure faculty about the findings of the COACHE survey.
- Presented COACHE survey results and focus group discussions concerning issues for pre-tenure faculty members to the Faculty Senate.
- Gathered data on faculty departures as part of analysis of new assistant professor cohorts and their persistence and success to tenure.
- Co-PI Hyer made a presentation on work-life policies and institutional change with Gloria Thomas, American Council on Education, at the annual meeting of the College and University Work Family Association.
- Continued negotiations with local provider to increase day care availability in the area.

#### Department Climate:

- Continued development of the Department Climate Compendium to be distributed to all department leaders at Virginia Tech.

#### Assessment and Research:

- Assessment graduate assistant Saddler and assessment director Creamer presented a poster on “A Longitudinal Analysis of the Priorities and Challenges of Pre-tenure Faculty in Engineering and the Sciences by Gender” at the American Educational Research Association conference New York in March.
- Assessment Director Creamer gave presentations on Improving Department Climate at the University of Michigan and Cal Poly Pomona in February.

#### Best Idea/Reference/Insight

- Budden et al. Double-blind review favours increased representation of female authors. *Trends in Ecology and Evolution* 23(1):4-6.

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