

**AdvanceVT Quarterly Report  
National Science Foundation  
Cooperative Agreement HRD-0244916  
January 1 – March 31, 2009**

Significant Accomplishments

Programmatic:

- Co-hosted (with the Office for Equity and Inclusion) the sixth annual Advancing Diversity at Virginia Tech workshop on January 12, 2009, with 300 attendees, including faculty, administrators, and staff. Speakers included Alma Clayton-Pedersen of AAC&U on building capacity for inclusive excellence and Daryl Chubin and Ruta Sevo of AAAS on bias literacy. Breakout session addressed bias literacy, inclusive excellence, faculty mentoring, and staff perspectives on diversity.
- Launched new layout for ADVANCE portal website, continued to upgrade the site by adding new links and descriptions of links, held second advisory committee meeting by conference call.

Pipeline:

- Hosted two lunch seminars for female graduate students and post-docs in science and engineering disciplines on different types of higher education institutions in the U.S. and academic job interviews.

Recruitment:

- College of Engineering Liaison met with 10 candidates for department head positions in four different engineering departments within the College of Engineering; shared information on *AdvanceVT* with six other candidates via email.
- College of Engineering Liaison met with 9 candidates for faculty positions in four different engineering departments within the College of Engineering; shared information on *AdvanceVT* with two additional candidates via email.

Leadership:

- Hosted two distinguished lectures:
  - Dr. Alice Eagly, professor and chair of social psychology, Northwestern University, and author of *Through the Labyrinth: The truth about how women become leaders*, on women and leadership; and
  - Dr. Geraldine Richmond, Richard M. and Patricia H. Noyes professor of chemistry at the University of Oregon, on women as leaders in the scientific enterprise.
- Hosted a leadership lunch for women faculty with a panel of associate deans discussing their career paths, attended by 25 women faculty members from across the university.

Policy:

- Continued to monitor work-life policy usage and outcomes.

- Co-PI Hyer spoke on a panel at the American Council on Education Office for Women in Higher Education annual conference for state coordinators of the OWHE state networks for women leaders on “Addressing Work-Life Issues for Faculty”.

#### Department Climate:

- Hosted a department climate workshop focused on mentoring at the January Advancing Diversity workshop; a panel of mentors and mentees discussed successful strategies for developing mentor-mentee relationships, mentoring faculty of color, and mentoring mid-level faculty.
- College of Engineering Liaison provided summary reports of major themes to two engineering departments based on focus group and individual interviews with pre-tenured faculty; a total of three such reports have now been conducted. One overall theme across all three departments is the lack of proactive, effective research mentoring for pre-tenure faculty.
- Co-hosted a networking reception for women faculty with the Organization of Women Faculty
- Conducted a survey of post-tenure women faculty at Virginia Tech regarding issues faced; received 29 responses to the survey. Analyzed qualitative data and prepared a summary for review and discussion.
- Co-hosted a working lunch with the Organization of Women Faculty for post-tenure women faculty to identify most prevalent issues and discuss potential strategies/recommendations.

#### Assessment and Research:

- Presented preliminary findings from the 2008 Faculty Work-Life Survey on faculty attitudes towards university and departmental climate, productivity, work-life issues, and familiarity with *AdvanceVT* at the January 12 Advancing Diversity Workshop.
- Developed draft report templates for disseminating survey results to colleges and departments.

#### Other:

- Two members of the *AdvanceVT* leadership team were interviewed about *AdvanceVT* for an article about the ADVANCE program in the March issue of *PE Magazine*, published by the National Society of Professional Engineers.
- Co-PI Hyer participated in an external advisory board meeting for the Advance program at the University of Alabama, Birmingham.
- Assessment Director Creamer gave a presentation about Advance at the University of Maine.

#### Best Idea/Reference/Insight

- *Through the Labyrinth: The truth about how women become leaders*, Alice Eagly and Linda Carli, Harvard Business School Press, 2007.

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