

***AdvanceVT* Quarterly Report
National Science Foundation
Cooperative Agreement HRD-0244916
July 1 – September 30, 2008**

Significant Accomplishments

Programmatic:

- Virginia Tech entered into an agreement with a local child care provider to guarantee five years of funding through the Virginia Tech Foundation, thus enabling the provider to expand her facilities and increase the number of available child care slots by 246, with 60% of the spaces reserved for children of Virginia Tech faculty, staff, and graduate students. This is the culmination of many years of effort by university leaders and supported by the *AdvanceVT* program.
- Received supplemental funding for updating and improving the Advance Portal web site and hired a graduate assistant to work on the project.
- Revised *AdvanceVT* leadership structure, eliminating the Executive Committee, inviting co-PIs to join the Leadership Team, and establishing an Advisory Committee.

Pipeline:

- Hosted lunch seminar for graduate students and post-docs on NSF CAREER grants.

Recruitment:

- Provided 600 copies of brochure on Unrecognized Biases and Assumptions for distribution by Office for Equal Opportunity to search committees.
- *AdvanceVT* College of Engineering liaison met with Dean Benson to provide an update on activities for the liaison role in 2007-08, to evaluate how things went in 2007-08, and to define goals and expectations for 2008-09.
- *AdvanceVT* College of Engineering liaison attended the “charge” meeting with Dean Benson for the four department head search committees in 2008-09 (Civil and Environmental Engineering, Electrical and Computer Engineering, Mining and Minerals Engineering, and School of Biomedical Engineering) to distribute materials to illustrate what will be shared in meetings with each candidate during the on-site interview (information about *AdvanceVT*, new and revised VT family work-life policies, etc.) and to define process for scheduling COE liaison to meet with candidates.

Leadership:

- Hosted a lunch for women department heads at Virginia Tech to welcome three new women department heads, including Dr. Barbara Ryder, Computer Science, the first female department head in the College of Engineering.
- Hosted a leadership lunch for women faculty with Provost and *AdvanceVT* PI Mark McNamee.

Policy:

- Provided 600 flyers about Virginia Tech work-life policies to Office for Equal Opportunity for distribution to search committees.
- Continue to monitor work-life policy usage and outcomes.

Department Climate:

- Completed “Creating a Positive Departmental Climate at Virginia Tech: A Compendium of Successful Strategies” and made it available on the web at http://www.advance.vt.edu/Climate_Compndium/Introduction.html.
- Jack Finney and Ishwar Puri, representing the Department Climate Committee, presented a session on department climate, mentoring and diversity at the New Department Heads and Academic Leaders Workshop in August 2008. Topics included mentoring and diversity.

Assessment and Research:

- Fielded the 2008 Faculty Work-Life Survey, a follow up to the survey conducted in 2005 to collect data on faculty attitudes towards university and departmental climate, productivity, work-life issues, and familiarity with *AdvanceVT*.

Best Idea/Reference/Insight

- *Dual Career Academic Couples: What Universities Need to Know*, Londa Schiebinger, Clayman Institute for Gender Research, available at <http://www.stanford.edu/group/gender/ResearchPrograms/DualCareer/index.html>.

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