

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

Significant Accomplishments

Programmatic:

- Planned sixth annual Advancing Diversity at Virginia Tech workshop to be held January 12, 2009. Speakers include Alma Clayton-Pedersen of AAC&U on building capacity for inclusive excellence and Daryl Chubin and Ruta Sevo of AAAS on bias literacy.
- Began upgrade of ADVANCE portal website by adding descriptions to links, compiling additional links, drafting new layout for site, recruiting advisory committee and holding first advisory committee meeting by conference call.

Pipeline:

- Hosted lunch seminar for graduate students and post-docs on scholarly publishing.

Recruitment:

- College of Engineering liaison Eileen Van Aken met with each of four Department Head Search Committees in their charge meeting with the Dean to clarify process for meeting with candidates and communicated process for meeting with faculty candidates with engineering departments conducting faculty searches in the upcoming year.

Leadership:

- Hosted two leadership lunches for women faculty. Each featured a former provost: Charlotte Borst of Rhodes College and Peggy Meszaros of Virginia Tech.

Policy:

- Co-PI Pat Hyer attended conference at Iowa State on family friendly policies.
- Continued to monitor work-life policy usage and outcomes.

Department Climate:

- College of Engineering liaison Eileen Van Aken continued meetings with untenured assistant professors in COE to identify strengths and areas for improvement from their perspective.
- Leadership Team members Jack Finney and Eileen Van Aken participated in a panel on department climate for the Virginia Tech Department Heads Roundtable in November and distributed copies of the *AdvanceVT* Department Climate Compendium.
- Department Climate Initiative Chair and Associate Dean Jack Finney accepted an invitation to write an article on work-life balance policies at Virginia Tech for

- Academic Leader.* The article is in preparation and will appear in the first half of 2009.
- Created a department climate workshop focused on mentoring for the January Advancing Diversity workshop; a panel of mentors and mentees will discuss successful strategies for developing mentor-mentee relationships, mentoring faculty of color, and mentoring mid-level faculty.

Assessment and Research:

- Began analyzing responses to 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*.

Other:

- Project Director Layne gave a presentation on unconscious bias in the workplace at the Society of Women Engineers Annual Conference.

Best Idea/Reference/Insight

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Submitted by Peggy Layne
AdvanceVT Project Director
134 Burruss Hall (0180)
Blacksburg VA 24061
540-231-9948
playne@vt.edu