

Increasing the representation and advancement of women in academic science and engineering careers

Upcoming Events Fall & Winter 2005-06



Lunch Presentation: Jeanne Rosario

Vice-President and General Manager, GE Aircraft Engines
Tuesday, November 15 at Noon
Randolph 210

Ms. Rosario joined GE Aircraft Engines in 1975 as a member of GE's Engineering Development Program.

She has held roles of increasing responsibility, accumulating 15 years experience in engine design and 10 years in systems leadership in which she contributed to commercial, military and marine and industrial product lines.

Join Ms. Rosario for lunch and a discussion of career development.

[Registration Required.](#)

Learning Technologies Presents: Annie Stunden

Monday, December 12, 2005 at 3:30 pm
Skelton Conference Center

Ms. Stunden is the Chief Information Officer at the University of Wisconsin-Madison. She is well-known in information technology circles and is receiving the EDUCAUSE Professional Leadership Award this year, honoring her distinguished service. Annie has always served as a mentor to women who pursue careers in information technology (IT); and as a result, universities across the country have women in lead IT positions. Ms. Stunden will speak about what it took to succeed in her field and about what she thinks higher education's IT-related challenges are today.

Please RSVP to Judy Alford at jualford@vt.edu or at 1-2309.



AdvanceVT 3rd Annual Workshop: Advancing Women at Virginia Tech

Monday, January 9, 2006

Skelton Conference Center and Inn

What drives faculty satisfaction? What do Virginia Tech faculty members think about work/life balance? What are other research universities doing to address the changing nature of faculty careers? Join *AdvanceVT* to discuss the findings of last spring's faculty survey, learn more about national initiatives, and identify follow up actions. Check www.advance.vt.edu for agenda and registration information.

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"Although they still struggle, women in the humanities and social sciences seem to have begun figuring out how to balance children with an academic career. By comparison, women in science seem light-years behind. In part that is because there are so few of them — making science a very male culture. For example, just 18 percent of those who earned doctoral degrees in physics in 2003 were female. And in 2002, women represented just 16 percent of assistant professors of physics, 11 percent of associate professors, and 5 percent of full professors."

"The Laws of Physics"
The Chronicle of Higher Education
November 11, 2005

** Work-Life Survey Results Available! **
www.advancevt.edu

AdvanceVT Seed Grant Recipient: Dr. Julie Dunsmore

In the second of our series on seed grant recipients, Julie Dunsmore, Associate Professor of Psychology, candidly answers questions regarding her research, her career at Virginia Tech, and the impact the seed grant has had on both.



"The seed grant has allowed me to include psychophysiological measures in my research.

This is a great benefit for the research, because I am studying parents' emotional reactions and the "gold standard" in the field is to measure emotions using multiple methods, including subjective report by participants, observation of participants' facial expressions, and recording of participants' psychophysiological responses such as heart rate and salivary cortisol."

"The seed grant is impacting my career by making me more competitive in applying for external funding. I see this happening in three ways. First, I am able to demonstrate to granting agencies that I can recruit samples of parents, including both fathers and mothers, in this area. Second, I can show that my students and I have developed the ability to work with psychophysiological equipment (which can be very temperamental) and to appropriately analyze our psychophysiological measures. Third, the data we have collected provides pilot data not only for my own grant submissions to NSF and NIH, but also for one of my students' application to NIH for a predoctoral fellowship."

"Relatedly, the seed grant has also impacted my career -- and furthered the goals of *AdvanceVT* -- by helping me recruit graduate students from underrepresented groups who share my interest in parents' beliefs about emotions across cultures and who recognize the importance of grant activity."

"The most concrete result is the acquisition of the dyadic psychophysiological equipment, which will continue to be used in my and my students' research. I mentioned above the beneficial impact of the seed grant in regard to recruiting graduate students and enhancing our applications for external funding. Finally, the seed grant has also resulted in an expansion of my collaborative relationships with colleagues in North Carolina and California who are highly interested in drawing on our experiences and expertise for future projects."

AdvanceVT: New, New, New!

The staff at *AdvanceVT* has worked diligently this semester to bring you several new additions and editions. First we will be unveiling our newly revised website, www.advance.vt.edu. We have endeavored to make it more accessible, easier to navigate, and jam packed with information on *AdvanceVT* initiatives as well as other events, practices and policies impacting women in science and engineering. The Advance Portal website has also been revised; please visit www.advance-portal.net for more information. Finally, we will be providing those interested in hearing about *AdvanceVT* events an opportunity to subscribe to our Listservs. Stay tuned!



Virginia Tech Faculty Work-Life Survey: An Interview with Elizabeth Creamer

76% of survey respondents agreed that policies that facilitate the hiring of faculty spouses/partners strengthen the success of the university's efforts to recruit the most highly qualified faculty.

-Findings from the Virginia Tech Faculty Work-Life Survey

At the end of October, *AdvanceVT* and the Provost's Office announced their findings from the Faculty Work-Life Survey, conducted in Spring 2005, to Virginia Tech deans and department heads. The survey paints an interesting portrait of Virginia Tech and how faculty members perceive the institution. Elizabeth Creamer, *AdvanceVT* Assessment Director and Associate Professor of Educational Research and Evaluation, provided Ane Johnson, the *AdvanceVT* graduate assistant, with some insight into the survey results.

AJ: Dr. Creamer, would you provide our readers with some background on the purpose of the Faculty Work-Life Survey?

EC: There had been, in 1998 or 1999, a campus wide survey on climate issues, but not one since. All Advance institutions conduct a campus wide climate survey in order to get some baseline data to use to consider new policies or to revise existing policies. There has been a lot of collaboration among Advance institutions in the construction of these surveys, which creates an opportunity for benchmarking key findings with other research institutions. It took the *AdvanceVT* Leadership Team a year and a half to construct the questionnaire - we sought a lot of input in its design and worked through the survey research center to administer it. The survey research center stripped the data of any identifying information before delivering it to *AdvanceVT*.

AJ: What is the most striking finding of the survey?

EC: The role of work-life issues with satisfaction and departure intentions of faculty. The majority of faculty indicated that they were quite satisfied with Virginia Tech and that they chose Tech because of the quality of life. Once quality of life diminished so did the satisfaction that faculty indicated they had with Tech. So there is a link between job satisfaction and intention of staying at Virginia Tech.

We were struck by evidence of the tensions for both men and women between the current demands of an academic position at Virginia Tech and family and personal responsibilities. We were surprised with the number of faculty that indicated they had seriously considered leaving Tech in order to improve the employment opportunities of a spouse or partner (31.6% of men, 46% of women, somewhat or strongly agreed). We were also surprised by the number of faculty who said that they had seriously considered leaving their current job in order to achieve a better balance between their personal and professional life (41.1% of men and 51.2% of women, somewhat or strongly agreed).

AJ: Where can our readers go for more information?

EC: Summary reports are available on the *AdvanceVT* webpage, www.advance.vt.edu, as are detailed faculty responses and the presentation given to the Deans and Department heads on October 24th. There you may also find the supporting data.

47% of female tenured and tenure-track survey respondents expressed an interest in a leadership position at Virginia Tech beyond their current position, compared with 31% of the male respondents.

- Findings from the Virginia Tech Faculty Work-Life Survey

** Work-Life Survey Results Available! **
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2006 Faculty Development And Support Opportunities

***AdvanceVT* Doctoral Fellowships**

Deadline: January 27th, 2006

Fellowships for Ph.D. students from Virginia Tech's Colleges of Engineering, Science, Agriculture & Life Sciences, Natural Resources, and Veterinary Medicine who aspire to pursue an academic career.

***AdvanceVT* Research Seed Grants**

Deadline: January 27th, 2006

Seed grants for untenured, tenure track faculty members to assist them in preparing and submitting a proposal for external research funding. Faculty in the Colleges of Science, Engineering, Agriculture & Life Sciences, Natural Resources, and Veterinary Medicine are eligible.

***AdvanceVT* Leadership Development Program**

Deadline: January 27th, 2006

The *AdvanceVT* Leadership Development Program will select a second cohort of women faculty from across the university who demonstrate an interest in and potential to assume leadership roles. Participants will develop individualized plans based on 360 degree assessments, build leadership skills through workshops and coaching, and prepare for additional leadership responsibilities.

***AdvanceVT* Colloquia: *AdvanceVT* Scholars**

No deadline, proposals accepted on an ongoing basis.

Funding is available to invite potential faculty candidates, especially mid- or early-career faculty, post-doctoral researchers and advanced graduate students, for short campus visits, to attract their interest in future faculty positions.

Please visit our website, www.advance.vt.edu, for more information on these funding opportunities!