October 2016

Welcome Reception for Women Colleagues
September 21, 2016
4:00 pm–6:00 pm
Owens Banquet Hall

Join women faculty, staff, and graduate students to meet new colleagues, network, and learn about the history of women at Virginia Tech. This annual welcome event is co-sponsored by the Graduate School, the Virginia Tech Women’s Alliance, the Women and Gender Studies Program, the Women’s Center, VT Women Connect, and AdvanceVT. Child care will be available.

FALL 2016 EVENTS

Fall 2016 Leadership Luncheons
September 27th, 2016
noon to 1:30 pm
Inn at Virginia Tech
Latham CDEF

Guest speaker:
Dr. Menah Pratt-Clarke, Vice Provost for Inclusion and Diversity and Vice President for Strategic Affairs

November 8th, 2016
noon to 1:30 pm
Inn at Virginia Tech
Latham CDEF

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Congratulations to 2016 Recipients of Endowed Professorships and Fellowships!

AdvanceVT began with support from the National Science Foundation (Grant #HRD 0244916) and continues with the support of Virginia Tech. Any opinions, findings, conclusions, or recommendations expressed are those of the authors and do not necessarily reflect the views of the National Science Foundation.
Virginia Tech is committed to responding to the needs of dual career couples and understands that many prospective candidates for faculty positions have spouses or partners who are also seeking employment. Created in 2005, the University’s dual career program aids and supports couples and their families when considering new employment opportunities in and outside of the University. A dual career coordinator, Sara Leftwich (right), provides job search assistance. Between 2006-2007 and 2015-2016, a total of 800 faculty cases were referred to the dual career assistance program through the Human Resources/Provost Office’s partnership. Approximately 87% of these cases were recruitment-related and 13% were related to the retention of existing faculty. A total of 119 new dual career faculty hires were facilitated by the Provost’s Office between 2006-2007 and 2015-2016. The overall retention rate for these employees as of July 2016 was 87%.

“Without the dual career assistance program we would not have came. I think it’s critical because lots of people have spouses that are also in research or in the same area, so they will only come if you hire both. So, if you have a program like that, it’s really important to get people here.” ~ recently faculty hire
Between 2004-2005 and 2015-2016, a total of 244 tenure clock extensions were granted for 100 female faculty and 103 male faculty (31 faculty members requested two separate tenure clock extensions during this time period).

The most common reasons for stopping the clock were the birth or adoption of a child (141 requests), personal issues such as serious illness (57 requests), and professional issues such as lack of appropriate laboratory space (46 requests).

The College of Engineering is Virginia Tech’s largest college with 348 faculty members (16% women). Followed by the College of Liberal Arts and Human Science with 299 faculty members (49% women).

“The stop-the-clock policy] was one of the reasons I chose VT because eventually I would like to start a family and knowing that I had the flexibility to do that made me feel that work/life was actually valued here.” - recent faculty hire

During the first ten years of the modified duties policy (2006-07 through 2015-16), 152 requests for modified duties were granted involving 81 female faculty and 46 male faculty (25 faculty members utilized the modified duties policy more than once).

Unlike the stop the clock policy, modified duties is not being utilized consistently across Virginia Tech’s 8 academic colleges. Faculty in the College of Liberal Arts and Human Sciences (53 requests), the College of Engineering (49 requests), and the Pamplin College of Business (19 requests) account for 121 of the 152 requests.

The modified duties policy has been utilized by pre-tenure and tenured faculty members in all ranks. Approximately 57% of faculty requests have been made by assistant professors, 26% by associate professors, 16% by professors, and 1% by senior instructors.

The most common reasons for requesting modified duties were child-related (105 requests), family health/other (24 requests), and personal health (23 requests).
The fourteenth annual Advancing Diversity at Virginia Tech workshop will be held on Tuesday, January 10, 2017, at the Inn at Virginia Tech and Skelton Conference Center. The program will include presentations about current Virginia Tech inclusion and diversity initiatives, relevant research and scholarship, and discussions of ways to improve inclusion and diversity on campus through teaching and learning, research, and outreach and engagement. This year’s keynote speaker will be Eileen Wilson-Oyelaran, President Emerita of Kalamazoo College.

Eileen Wilson-Oyelaran was appointed President Emerita in July 2016 after serving eleven years as president. During her tenure the college raised more than $129 million, providing support for scholarships, endowed faculty chairs, capital projects, and the development of the Arcus Center for Social Justice Leadership. Prior to Kalamazoo College, Dr. Wilson-Oyelaran served as Vice President and Dean of the College at Salem College in Winston-Salem, North Carolina, and held teaching and administrative positions at Winston-Salem State University and Obafemi Awolowo University (Nigeria).

Her primary areas of scholarly interest are early child development and education in cultural context. While in Nigeria, she served as a consultant for UNICEF in the area of childcare and development. In 2010, she chaired the community-wide task force that developed KC Ready 4’s, a program to ensure that every four year old in Kalamazoo County has access to a high quality pre-kindergarten experience. Recognized for her expertise in the area of cultural diversity, Dr. Wilson-Oyelaran has worked with faculty in higher education and K-12 to improve educational outcomes for women and students from underrepresented groups.

Dr. Wilson-Oyelaran obtained a B.A. in Sociology from Pomona College and an M.A. and Ph.D. in Education from the Claremont Graduate University.

Virginia Tech is an institutional member of the National Center for Faculty Development and Diversity (NCFDD). As an institutional member, Virginia Tech graduate students, post-doctoral associates, and faculty members at all ranks can sign up for a free sub-account membership to access the center’s online resources, including webinars, multi-week courses, discussion forums, accountability matches, and career center. Resources focus on increasing productivity, time management, maintaining work-life balance, resolving conflict, personal organization, and cultivating mentors, sponsors, and collaborators. Sign-up for an account to access these resources at www.facultydiversity.org.

What’s included with this membership:

- The Monday Motivator (a weekly email with productivity tips)
- Access to monthly productivity workshops
- Access to monthly Guest Expert workshops facilitated by faculty development experts from around the country
- Access to Multi-Week Courses each term
- Access to the Career Center
- Audio recordings, slides, and transcripts of all workshops so you can learn at your convenience
- Access to a private networking forum
- Access to moderated monthly writing challenges
- Monthly mentor matches

AdvanceVT is a comprehensive program to promote and enhance the careers of women in academic science and engineering at Virginia Tech through institutional transformation.

Elements of AdvanceVT include:

- Pipeline: Advancing Women into Faculty Careers
- Recruitment: Increasing the Representation of Women
- Leadership: Empowering Women as Leaders and Scholars
- Institutional Change: Updating Policies and Changing Culture