*advance*VT

TRANSFORMATIONS

APRIL 2015

EVENT HIGHLIGHTS: SPRING 2015

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Future Faculty Development Program

The sixth annual Virginia Tech Future Faculty Development program took place on January 11-14, 2015, with 19 participants from various universities across the U.S. The program included a series of seminars designed to help them prepare for faculty careers, meetings with host departments, and network opportunities with university deans and senior administrators. Virginia Tech faculty members are invited to nominate participants for next year's program. For more information visit http://www.provost.vt.edu/futurefaculty.

Leadership Lunch Seminars

The first leadership lunch of 2015 was held on Thursday, February 26. Dr. Valerie Ragan, Director of the Center for Public and Corporate Veterinary Medicine for the VA-MD College of Veterinary Medicine spoke about her professional journey and the need for increasing women leaders in academia.

The second leadership lunch scheduled for Tuesday, April 7, will be rescheduled at a later date. The Speaker will be Dr. Barbara Ryder, J. Byron Maupin Professor and Head of the Department of Computer Science. Dr. Ryder will reflect on her career and the status of women in computer science.

Graduate Student Lunch Seminars

The first graduate student lunch seminar for Spring 2015 was held on Tuesday, February 24. Ms. Ennis McCrery from the Graduate School discussed how to build successful mentoring relationships and shared resources on this topic.
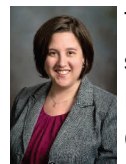
The second graduate student lunch seminar for the spring semester was held on Thursday, March 19. Dr. Claire K. Robbins, Assistant Professor in the School of Education spoke about the impostor syndrome and how it impacts women in higher education.

Thank you to all our speakers and participants who have made these events possible!

VirginiaTech
Invent the Future

Registration for upcoming events is available at www.advance.vt.edu.

TRANSFORMATIONS

ADVANCING DIVERSITY 2015 ANNUAL WORKSHOP REPORT

The twelfth annual Advancing Diversity at Virginia Tech workshop was held at the Inn at Virginia Tech and Skelton Conference Center on January 12, 2015. After opening remarks by President Sands, Provost McNamee, and Interim Vice Provost Travis, the keynote address was given by Mr. Wayne Robinson from the Virginia Tech Board of Visitors. Next, a series of sixteen 5-minute lightning talks highlighted various inclusion and diversity activities taking place on campus. The afternoon sessions discussed unconscious bias, recruitment, scholarship and pedagogy, and mentoring. The closing session of the workshop was facilitated by the University Inclusion Coordinators. Throughout the day, participants displayed posters describing diversity activities on campus. This section presents some of the feedback from the workshop's evaluation questionnaire.

Workshop Attendees

Approximately 350 members of the Virginia Tech community attended the 2015 Advancing Diversity at Virginia Tech workshop. This number does not include those individuals who participated in Virginia Tech's concurrent Future Faculty Development Program. Of the 350 people who participated, 151 completed evaluations for a response rate of 43%. Approximately 36% of respondents attended the workshop for the first time, which is a 10% increase in new participants from the year before. Of the 151 respondents, 150 indicated their relationship with the university. The breakdown of respondents by primary affiliation is presented on the right.

Primary Affiliation	% of Respondents	# of Respondents
A/P faculty	49%	74
Tenured or tenure-track faculty	12%	18
Other	5%	7
Staff	15%	23
Instructor	3%	4
Research faculty	4%	6
Senior administrator	2%	3
Student	4%	6
Department head	2%	3
Library Personnel	5%	7
Extension Faculty	1%	1

Workshop Ratings

Respondents were asked to rate the value (from 1 = not valuable to 5 = extremely valuable) of specific activities held during the workshop. Mean scores (and standard deviations) for each activity are as follows:

Morning Activities	Average Response
Keynote: Wayne Robinson	4.67 (1.25)
Lightning Talks: Various speakers	4.50 (1.22)

Afternoon Sessions	Average Response
Unconscious Bias	4.01 (1.03)
Recruitment	3.91 (2.03)
Scholarship and Pedagogy	3.13 (1.68)
Mentoring	4.22 (2.18)
Poster Presentations: Various authors	3.17 (0.93)
Overall Workshop Average	**3.95**

NATIONAL CENTER FOR FACULTY DEVELOPMENT AND DIVERSITY

Virginia Tech is now an institutional member of the National Center for Faculty Development and Diversity (NCFDD). Membership in the NCFDD is one of the InclusiveVT initiatives put forward by the Office of the Senior Vice President and Provost. InclusiveVT is the new model to advance inclusion and diversity efforts at the university.

About NCFDD

The independent center provides professional development, training, and mentorship opportunities to more than 65,000 members representing colleges and universities in the United States. The center focuses on helping faculty, particularly underrepresented faculty, successfully make the transition from graduate student to professor.

NCFDD Membership

As an institutional member, graduate students, post-doctoral associates, and faculty members from all ranks can enroll in a <u>free sub-account membership</u> to get access to the center's online resources which include webinars, multi-week courses, discussion forums, accountability matches, and career center, among others. Resources focus on increasing productivity, time management, maintaining work-life balance, resolving conflict, personal organization, and cultivating mentors, sponsors, and collaborators. All faculty members at Virginia Tech are able to sign-up for an account to access the center's online resources.

Dr. Kerry Ann Rockquemore
President and CEO of NCFDD

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

How to activate your institutionally sponsored membership

- Go to the National Center for Faculty Development and Diversity website
- Select the "Become a Member" tab and choose "Individual Membership"
- On the Individual Membership page select "Join Now"
- On the "Select Your Member Type" page, select "Institutional Sub-Account"
- On the "Select a Username" page use your Virginia Tech E-mail address in the Username box, select "Continue"
- Complete the registration process
- You will receive a welcome e-mail within 24 business hours confirming that your account is now active and you can begin fully using your new NCFDD membership

To find out more about NCFDD, visit: http://www.provost.vt.edu/faculty_affairs/faculty_development/ncfdd/index.html

DUAL CAREER FACULTY

The number of dual career couples in the academic workforce has been increasing in recent years. Seventy-two percent of academic professionals are part of a working couple, and about half of those (36%) have a partner who is also in academia. Thus, there is a growing need for institutions to implement policies to support these couples and their families.

VIRGINIA TECH'S DUAL CAREER PROGRAM

Virginia Tech recognizes that meeting the needs of today's academic and professional couples is a key factor in recruiting and retaining new faculty. The Dual Career Program is a partnership between the Office of Human Resources and the Office of the Senior Vice President and Provost that brings a greater level of support to couples and their families considering new employment opportunities with the university. The program is managed by Sara E. Leftwich (pictured at right) and provides job search, relocation, and transition assistance to the spouses and partners of new faculty who are relocating to the New River Valley. The mission of the program is as follows:

AdvanceVT is an initiative created with support from the National Science Foundation to increase the representation and advancement of women in academic science and engineering careers by changing institutional culture and practices. Virginia Tech is now in the process of incorporating aspects of AdvanceVT across the institution to benefit all faculty members.

- Bring the best and brightest dual career couples to campus and to the Blacksburg, New River Valley and Roanoke Valley Communities.
- Enhance Virginia Tech's commitment to diversity, inclusion and retention of talent.
- Provide personalized assistance to new faculty spouses and partners in their job search.
- Engage employers of the New River Valley/Roanoke Valley communities to support this program and hire clients of the Dual Career Program.

Since 2006, the Dual Career Program has provided support to 40 to 100 current and potential faculty members each year. Over the past nine years, 104 faculty couples have been hired with support of the Dual Career Program, and 95 of the primary hires are still employed at Virginia Tech. Of those 104 couples, in 43 cases both partners were hired into tenured or tenure-track positions. The partners of the other 61 faculty members were hired into administrative, research, instructional, or visiting faculty roles. All colleges participate in the Dual Career program:

Elements of AdvanceVT include:

Recruitment and Retention

Networking and Mentoring

Building a Supportive Community

Preparing the Future Professoriate

	CALS	CAUS	COE	CLAHS	CNRE	PCOB	COS	CVM	Other
Primary	16	8	14	29	5	3	20	6	3
Secondary	17	6	11	31	4	3	23	2	7

AdvanceVT publishes university statistics annually and newsletters each term. To view previous newsletters and university statistics, please visit www.advance.vt.edu

If you would like to learn more about this program and for the opportunity to apply online, please visit http://www.hr.vt.edu/jobs/job_seeker/dualcareers/index.html.

RESEARCH ON DUAL CAREER HIRES

A team of researchers at Washington State University is studying the effects of dual hire policies on faculty quality, inclusion, and retention of women and minorities in academia. In 2013, the team was awarded a three-year grant from the National Science Foundation to further this research. More information about the research team, including research reports, papers and presentations can be found at: http://dualhire.org/about/.