

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

**AdvanceVT**  
236 Burruss Hall  
Mail Code 0180  
Blacksburg VA  
24061

**Phone:**  
(540) 231-7682

**Fax:**  
(540) 231-1991

**E-mail:**  
AdvanceVT@vt.edu

**We're on the Web!**  
www.advance.vt.edu

## Today's Leadership Seminar



Dr. Louise Kellogg, Chair, Geology Department, University of California, Davis

"The Challenges and Rewards of being a Department Chair"

Dr. Kellogg received the BS, ME, and PhD degrees from Cornell in Engineering Physics and Geological Sciences, and joined the faculty at UC Davis in 1990 after a post-doc at Cal Tech, becoming chair of the geology department in 2000. Her research is on understanding the flow in the Earth's mantle that drives plate tectonics and deformation in the Earth's crust.

Although the numbers of women in science are increasing, the proportion of women in the physical sciences on many university faculties remains low. This pipeline problem has meant that few women have become department chairs in the sciences. The role of department chair can be very rewarding, providing opportunities to exercise leadership, develop strong science departments and have a lasting effect on research and teaching programs. In this talk, Dr. Kellogg will discuss her experiences as a department chair in the sciences at a major research university.

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## Women's Month Reception

*AdvanceVT* will host a networking reception in Commonwealth East at Donaldson Brown Hotel and Conference Center on March 16 at 4:00 p.m. in honor of women's month. Come meet other women faculty and learn more about the Advance program at Virginia Tech.

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## Child Care Survey



Availability of child care was identified as an important issue for the Virginia Tech community at a workshop held last month by *AdvanceVT*. In order to collect information about the need for child care facilities on or near campus, all faculty, staff, graduate students, and administrators are asked to complete a brief online questionnaire. The information collected will be shared with Virginia Tech leadership and will be used to evaluate the need for child care and the best way for the university to assist in meeting that need.

To complete the online survey, please visit [www.advance.vt.edu](http://www.advance.vt.edu) no later than March 5.

*“Throughout the country, female faculty members in science and engineering encounter obstacles that discourage them from pursuing these fields or hinder their progress and satisfaction. The NSF grant will provide us with the resources to identify and change the factors that contribute to low representation and stalled advancement. At the end of the five-year project, we anticipate becoming a model for other institutions to follow.”*

*- Mark McNamee,  
University Provost  
and Vice-President  
for Academic Affairs*

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## Advance at Virginia Tech

*AdvanceVT* is a comprehensive program to promote and enhance the careers of women in science and engineering (S&E) at Virginia Tech. The program has four major elements addressing institutional barriers that have constrained the advancement of women faculty members in S&E and targeting institutional culture, practices, and leadership development needs specific to Virginia Tech. Institutional transformation will occur through advancing women into faculty careers, increasing representation of women faculty, empowering women as leaders and scholars, and changing institutional culture.

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## The *AdvanceVT* Team

**Elizabeth Creamer**, Assessment Director

Associate Professor of Educational Leadership and Policy Studies

**Catherine Eckel**, ADVANCE Professor

Professor of Economics

**Patricia Hyer**, Principle Investigator

Associate Provost for Academic Administration

**Barbara Johnson**, Administrative Assistant

**Peggy Layne**, Project Coordinator

**Nancy Love**, Co-PI and ADVANCE Professor

Associate Professor of Civil and Environmental Engineering

**Beate Schmittmann**, ADVANCE Professor

Professor of Physics

**Karen Thole**, Co-PI and ADVANCE Professor

Professor of Mechanical Engineering

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## The NSF Advance Program

The goal of the National Science Foundation's ADVANCE program is to increase the participation of women in the scientific and engineering workforce through the increased representation and advancement of women in academic science and engineering careers. To meet this goal, the ADVANCE program provides award opportunities for both individuals and organizations: Fellows Awards, Institutional Transformation Awards, and Leadership Awards. With each of the three types of ADVANCE awards, NSF seeks to support new approaches to improving the climate for women in U.S. academic institutions and to facilitate women's advancement to the highest ranks of academic leadership.

Virginia Tech has been selected for a 5-year, \$3.5 million ADVANCE Institutional Transformation award. These awards are targeted at moving women up in the ranks of science and engineering faculty through transformation of institutional culture, practices and policies that inhibit the full participation and advancement of women faculty.

