

ADVANCING DIVERSITY AT VIRGINIA TECH

INN AT VIRGINIA TECH AND SKELTON CONFERENCE CENTER

TUESDAY, JANUARY 14, 2014

AGENDA

8:00 a.m.	Registration and Continental Breakfast	Latham Foyer
8:30 a.m.	Welcome and Opening Remarks	Latham CDEF
	<i>Dr. Jack Finney, Vice Provost for Faculty Affairs</i>	
	<i>Dr. William Lewis, Vice President for Diversity and Inclusion</i>	
9:00 a.m.	Keynote Address	Latham CDEF
	<i>Dr. Terrell Strayhorn, Director of the Center for Inclusion, Diversity, and Academic Success, The Ohio State University</i>	
10:00 a.m.	Break	Latham Foyer
10:30 a.m.	Concurrent Sessions I:	
	Enhancing Graduate Program Diversity I	Cascades
	Communicating Health Information to Diverse Audiences	Smithfield
	Scholarship of Diversity at Virginia Tech panel I	Solitude
	COACHE Survey Findings: Perceptions of Pre-Tenure Faculty	Duck Pond
	Supporting Veterans on Campus	Assembly Hall
12:00 p.m.	Lunch	Latham AB
1:00 p.m.	Poster Session	Latham Foyer
1:30 p.m.	Concurrent Sessions II:	
	Enhancing Graduate Program Diversity II	Cascades
	Graduate School Diversity Scholars	Smithfield
	Scholarship of Diversity at Virginia Tech panel II	Solitude
	COACHE Survey Findings: Perceptions of Tenured Faculty	Duck Pond
	50 Years of Civil Rights in America	Assembly Hall
3:00 p.m.	Coffee Break and Poster Session	Latham Foyer

KEYNOTE SPEAKER

Dr. Terrell Strayhorn
Associate Professor
Director of the Center for Inclusion, Diversity and Academic Success
The Ohio State University

The keynote speaker will be Dr. Terrell Strayhorn, Associate Professor of Higher Education and Director of the Center for Inclusion, Diversity, and Academic Success at The Ohio State University. Dr. Strayhorn's research focuses on major policy issues in education, including student access and achievement, equity and diversity, impact of college on students, and student learning and development. His work addresses assessing student learning and development outcomes and the ways in which college affects students, and identifying and understanding factors that enable or inhibit the success of historically underrepresented and misrepresented populations in education, with a particular emphasis on issues of race, class, and gender and how they affect the experiences of racial/ethnic minorities, college men, economically disadvantaged individuals, and marginalized groups in postsecondary education.



CONCURRENT SESSIONS: MORNING

Enhancing Graduate Program Diversity I

Dr. Howard Adams

Cascades

Dr. Howard Adams, private consultant and founder of the GEM Consortium, the National Consortium for Graduate Degrees for Minorities in Engineering and Science, speaks to audiences nationally on the importance of reaching and recruiting a diverse pool of students into graduate education. During this session he will talk about initiatives that can be implemented at the department and college level to encourage greater representation of females and underrepresented racial/ethnic minorities into graduate degree programs university-wide and emphasize how this can be done in STEM fields.

Communicating Health Information to Diverse Audiences

Dr. Fay Cobb Payton

Smithfield

Dr. Payton is the founder and director of MyHealthImpactNetwork, a social network experience that focuses on health disparities and uses social media technologies to provide prevention information. She is an associate professor of information systems at North Carolina State University, where her research interests include healthcare informatics and disparities, racial and ethnic identities in online communities, and the influence of race, class, and gender on health information seeking and content creation. She is a recipient of the 2013 National Coalition for Women in Information Technology (NCWIT) Undergraduate Mentoring Award.

Scholarship of Diversity at Virginia Tech I

Dr. Kris Tilley-Lubbs, Moderator

Solitude

Dr. David Brunsma, professor of sociology, Dr. Ben Knapp, director of the Institute for Creativity, Arts, and Technology, and Dr. Marie Paretti, associate professor of engineering education, will each discuss how issues of diversity and inclusion influence their teaching and scholarship.

COACHE Survey Findings: Perceptions of Pre-Tenure Faculty

Ms. Peggy Layne

Duck Pond

The COACHE Survey of faculty job satisfaction collects data from universities nationwide on faculty perceptions of promotion and tenure policies, mentoring, collegiality, work/life balance, support for interdisciplinary research, institutional leadership, and overall satisfaction. Virginia Tech participated in the COACHE survey for the third time in fall 2012. In this session, assistant provost Peggy Layne will include highlights of the survey of particular relevance to pre-tenure faculty and engage the participants in discussion of possible responses.

Supporting Veterans on Campus

Dr. Karen Eley Sanders

Assembly Hall

Dr. Karen Eley Sanders, Associate Vice Provost for Undergraduate Academic Affairs, will discuss the increasing population of veteran and military service students at Virginia Tech and the support mechanisms that have been implemented, or are in development, to facilitate their success in college and create a campus climate that respects, supports, and is sensitive to the unique needs of these students. An overview of military culture, characteristics of veteran/military students, transition to college and academic challenges, and highlights of some of the support services available to veterans and their families within the local community will be discussed. In addition, the session will provide helpful information about working with veteran/military students in the classroom and what faculty/staff can do to facilitate the academic success of veteran/military students in college.

CONCURRENT SESSIONS: AFTERNOON

Enhancing Graduate Program Diversity II

Dr. Howard Adams

Cascades

Dr. Jack Lesko, Associate Dean for Research and Graduate Studies in the College of Engineering, and Ms. Dannette Beane, Director of the Office for Recruitment and Diversity Initiatives in the Graduate School, will join Dr. Howard Adams to discuss recent success in recruitment and enrollment of a diverse pool of students in Virginia Tech's College of Engineering using the GEM model. Other departments and units on campus can consider how to implement a similar approach to broaden racial/ethnic and gender representation of their graduate students.

Graduate School Diversity Scholars

Ms. Elsa Camargo, Moderator

Smithfield

The Diversity Scholars Program engages current graduate students in the scholarship of diversity and inclusion through programs and initiatives that improve the climate for the community. A panel of current diversity scholars will discuss their projects to build a more inclusive community at Virginia Tech. Panelists will include Christian Matheis, doctoral candidate in Alliance for Social, Political, Ethical, and Cultural Thought; Shernita Lee, doctoral student in Genetics, Bioinformatics, and Computational Biology; Brielle Wright, masters student in Agricultural and Extension Education; Monica Motley, doctoral student in Biomedical and Veterinary Sciences and Masters of Public Health; and Reggie Stroble, masters student in Educational Leadership and Policy Studies.

Scholarship of Diversity at Virginia Tech II

Dr. William Lewis, Moderator

Solitude

Dr. Wornie Reed, professor of sociology and director of the Center for Race and Social Policy Research, Dr. Karen Roberto, professor of human development and director of the Center for Gerontology and the Institute for Society, Culture, and Environment, and Dr. A. K. Ward, assistant professor of management and faculty affiliate of the business diversity center, will discuss their areas of scholarship and how the programs they direct incorporate issues of diversity and inclusion.

COACHE Survey Findings: Perceptions of Tenured Faculty

Ms. Peggy Layne

Duck Pond

The COACHE Survey of faculty job satisfaction collects data from universities nationwide on faculty perceptions of promotion and tenure policies, mentoring, collegiality, work/life balance, support for interdisciplinary research, institutional leadership, and overall satisfaction. Virginia Tech participated in the COACHE survey for the third time in fall 2012. In this session, assistant provost Peggy Layne will present highlights of the survey of particular relevance to tenured faculty and engage the participants in discussion of possible responses.

50 Years of Civil Rights in America

Mr. Devon Lee, Moderator

Assembly Hall

A panel from Virginia Tech and the local community will discuss the impact and future of the Civil Rights movement and engage the broad and complicated topic of civil rights through the perspectives of employment, higher education, and community organizing. Panelists will include Dr. David Cline, Assistant Professor of History; Penny J. Franklin, local and national union leader and civil rights activist; Dale Robinson, Manager, Compliance and Conflict Resolution, Human Resources; and Pamela Vickers, Coordinator, University Americans with Disabilities Act (ADA) Services, Human Resources.

Tweet your comments using #DiverseVT2014



POSTER PRESENTATIONS

Please take the opportunity to learn about some of the many diversity initiatives at Virginia Tech described on posters in the Latham Foyer:

Achieving Diversity in CS@VT: Dr. Barbara Ryder, Computer Science

Activities of the Diversity Council of the College of Agriculture and Life Sciences: Ms. Jamie Lucero, College of Agriculture and Life Sciences

Business Diversity Center: Ms. Lorraine Borny, Management

Diversity and Community Engagement Minor: Mr. Ryan Rideau, College of Liberal Arts and Human Sciences

Diversity and Graduate Education: Ms. Dannette Gomez Beane, Graduate School

Graduate and Faculty Community: Strategies for Effective Interaction Sessions: Dr. Anne McNabb, Biological Sciences

Hispanic/Latino Faculty and Staff Caucus: Dr. D. Xavier MedinaVidal, Political Science

Pamplin College of Business: Diversity as a Core Value: Ms. Emily Africa, Pamplin College of Business

Special Programs: Bringing the World to Virginia Tech: Ms. Susan Neu, Language and Culture Institute

What's Your Diversity Metaphor? The Diversity Development Institute: Ms. Michele Deramo, Office for Diversity and Inclusion

Where Diversities Intersect: Dr. Dennis R. Hidalgo, History

Women's Center Programs & Services, Dr. Anna LoMascolo, Women's Center

VISITING SCHOLARS PROGRAM

Virginia Tech's Office for Diversity and Inclusion and *AdvanceVT* are pleased to invite proposals for the Virginia Tech Visiting Scholars Program.

The Visiting Scholars Program is designed to support faculty recruitment efforts through building or expanding connections between Virginia Tech and outstanding scholars from other institutions. Financial and administrative support is available to invite early- to mid- career professionals to campus for short visits outside the usual recruitment process. *Departments do not need to have a faculty search underway to participate.*

Participation in the Visiting Scholars Program offers high visibility and broad exposure across campus to both visitor and host. Visiting Scholars may be invited to present an overview of their research to a broad audience of the university community or to an informal networking meeting. The program is especially interested in supporting visits by individuals who are:

- **potential candidates for current or future faculty hires; and**
- **contribute to increasing excellence, equity, and diversity at Virginia Tech.**

Academic units or faculty members at Virginia Tech who wish to invite an individual to campus under the Visiting Scholars Program should visit http://www.advance.vt.edu/resources_links/visiting_scholars.html for more information. To submit a proposal, please contact Peggy Layne at playne@vt.edu.

