

Introduction

AdvanceVT began in 2003. Programs targeted graduate students preparing for faculty careers, new faculty just starting out, senior faculty preparing for leadership roles, search committees, department heads, and senior administrators.



Grant funding expired in August 2010. High impact initiatives continue with support from the provost and university partners, and have been expanded to include faculty in all disciplines. The vice provost for faculty affairs and three assistant provosts coordinate:

- support for faculty searches,
- mentoring and professional development for new and experienced faculty,
- implementation of work/life policies, and
- orientation for department heads and other university leaders.

Recruiting: College Liaisons

Virginia Tech's College Liaison program was adapted from the Advance program at the University of California Irvine. Begun in 2006 in the colleges of science and engineering, the program was expanded to all eight of Virginia Tech's academic colleges in 2011.

College liaisons meet with faculty candidates to discuss Virginia Tech's work/life policies and answer questions. Meetings are confidential, and the liaison does not report back to the search committee. Depending on the number of searches, liaisons may meet with 50 or more candidates in a year, and larger colleges may have more than one liaison. College deans provide a course buy out or other suitable compensation to faculty members serving as a college liaison.



Mentoring: Support for Assistant Professors

Adapted from a similar program at the University of Massachusetts Amherst, Virginia Tech provides each newly hired assistant professor with \$1500 to implement a mentoring project of his or her own design. The funds were initially offered as competitive grants, and based on the positive response the program was expanded last year to all junior faculty.

Prior to receiving funds, faculty members are required to attend a workshop on mentoring and career development and to submit a proposal describing how the funds will be used.

Examples of mentoring projects include:

- Bringing a mentor to campus to discuss collaborations and career development,
- Travel to a professional conference to present and meet with mentors,
- Travel to a mentor's institution to learn new research techniques,
- Hiring an editor to complete a book manuscript,
- Hiring a coach to develop writing and time management skills.

Recipients of funds are required to submit a report on the outcomes of their projects:

"Attending this conference allowed me to meet [...] in person and foster the burgeoning research relations I have with these highly known and respected researchers." – assistant professor, Math

"At the conference I was able to have long conversations with [...] and [...]. The benefits of those conversations have been far ranging. Dr. [...] was able to give me excellent advice about long and short term career goals..." – assistant professor, English

From 2010 to 2012, 37 assistant professors received competitively awarded mentoring grants. In 2011-12, 63 newly hired assistant professors received mentoring funds. This year 76 assistant professors are eligible to receive funding.

Plans are underway for a follow-up workshop to reinforce the importance of mentoring and keys to maintaining successful mentoring relationships. Recipients will be surveyed after completion of their mentoring project and again as they approach tenure review to assess the impact of the mentoring grants on their career.

Leadership: Networking Lunches

In fall 2005, AdvanceVT initiated the leadership lunch series, adapted from the University of Washington's Advance program, to provide women faculty and administrators with the opportunity to learn from and interact with current academic leaders, as well as to meet and network with other women from across campus.

Lunches are open to all, but advertised primarily to women faculty, and draw 50 to 75 participants. Speakers include Virginia Tech leaders and occasional visitors from other campuses.

Past speakers include:

- current and former provosts,
- a president emeritus,
- vice presidents,
- deans and associate deans,
- department heads,
- research center directors, and
- professional society leaders.



Department heads Anju Seth, Management; Patty Raun, Theater and Cinema; Stephanie Adams, Engineering Education

Work/Life Policies

Virginia Tech has implemented a comprehensive suite of work/life policies for instructional faculty, including:

- Tenure clock extension
- Modified duties
- Child care partnership
- Dual career assistance
- Part-time tenure track



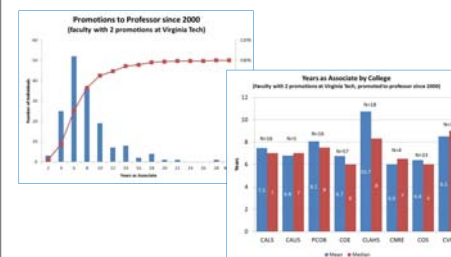
Policy usage and impact on faculty careers is tracked and reported annually.

- Since 2003, 106 women and 82 men have extended the tenure clock, 102 for child-related reasons and the remainder for personal health or other circumstances.
- Modified duties have been used by 70 faculty members, 51 women and 19 men, since implementation of the policy in 2006-07.

Promotion to Professor

Requests for mentoring from mid-career faculty resulted in the first promotion workshop for associate professors in 2009. Workshops are now offered annually at the university level, and attract 40 to 60 participants. The college of engineering offers a similar program for their faculty.

The provost provides an overview of the promotion process, and recently promoted faculty members discuss how they prepared for promotion. University data on time in rank is shared, and members of the university promotion and tenure committee are available to answer questions.



New Department Head Orientation

Begun as a two day workshop, orientation for new department heads and academic leaders has evolved into an initial daylong session in August followed by monthly shorter workshops during the fall semester. Topics include:

- university policies and resources,
- personnel management,
- business, finance, and legal issues,
- discrimination, harassment, and conflict resolution,
- threat assessment,
- diversity and inclusion,
- management of sponsored programs, and
- where to go for help.

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