

*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**

**www.advance.vt.edu**

## Upcoming Events *Spring 2006*

### Graduate Student Seminars

#### **AdvanceVT Graduate Student Lunch Seminar Informal Career Discussion with Visiting Scholar Dr. Vivian Sullivan**

March 21, 2006, noon - 1:30 pm

Graduate Life Center, Room C

Dr. Vivian Sullivan received her PhD in physical chemistry in 1998 from the University of Illinois and is currently the manager of the analytical chemistry laboratory at Argonne National Lab. Lunch will be provided.

[Registration is required.](#)



#### **AdvanceVT Graduate Student Coffee Academic Interviews and Negotiating the Job Offer**

March 24, 2006, 10:00 - 11:00 am

Graduate Life Center

Dr. Kathy Banks, interim head of the school of civil engineering at Purdue, will lead the discussion.

Coffee and pastries will be provided.

[Registration is required.](#)

#### **AdvanceVT Graduate Student Lunch Seminar Surviving Academic Job Interviews**

March 30, 2006, noon - 1:30 pm

Graduate Life Center, Room F

Dr. Ann Kilkelly and other Virginia Tech faculty members will help participants prepare for academic job interviews through dramatizations and discussions of actual situations. Lunch will be provided. [Registration is required.](#)

### Faculty Seminars

#### **Leadership Development Seminar: The Roles of Department Heads and Center Directors**

March 17, 2006

7:30 – 9:30 am

Skelton Conference Center

Join Jack Finney, Ishwar Puri, Valerie Hardcastle and Elaine Scott for breakfast and a discussion of the roles of department heads and research center directors at Virginia Tech. [Reservations required.](#)

Please visit [www.advance.vt.edu](http://www.advance.vt.edu) for more information on upcoming events!

*AdvanceVT is funded by a grant from the National Science Foundation*

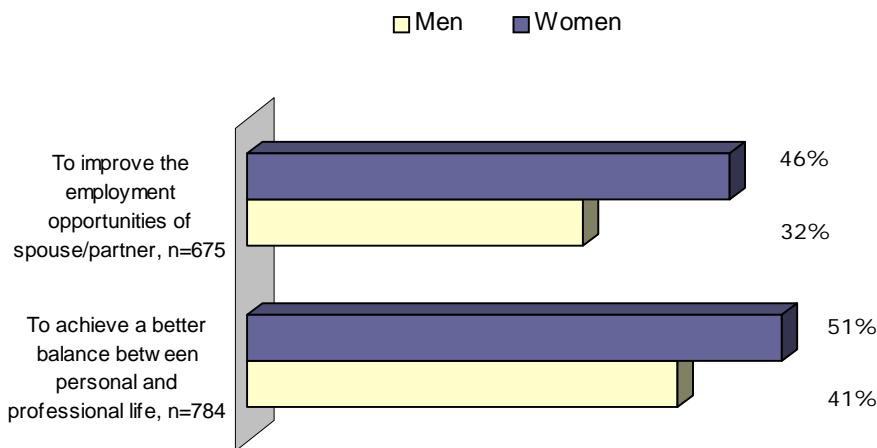
## 2005 Faculty Survey: Work-Life Issues

A number of questions in the 2005 *AdvanceVT* survey addressed perceptions of the university and departmental climate in relation to balancing personal and family responsibilities with job demands. Responses to these items indicate that work-life issues are a concern for both male and female faculty.

- **61%** of faculty respondents agreed that it is difficult to have a personal life and earn tenure and be promoted, with female respondents significantly more likely to agree than male.
- **47%** of faculty respondents agreed that personal or family responsibilities have slowed their advancement at Virginia Tech, with significantly more women than men agreeing.
- **47%** of faculty respondents agreed that professional demands have forced them to make unreasonable compromises about personal or family responsibilities, with women being significantly more likely than men to agree.
- **59%** of faculty respondents strongly agree or somewhat agree that they have modified their career aspirations in order to accommodate the interests and needs of their spouse/partner or family.

For married faculty, there appears to be a relatively strong link between satisfaction of a spouse/partner with employment opportunities and the intention to remain at Virginia Tech.

Figure 1: Percentage of faculty members by gender who somewhat or strongly agreed that they seriously considered leaving Virginia Tech in order to address marital or work-life balance concerns



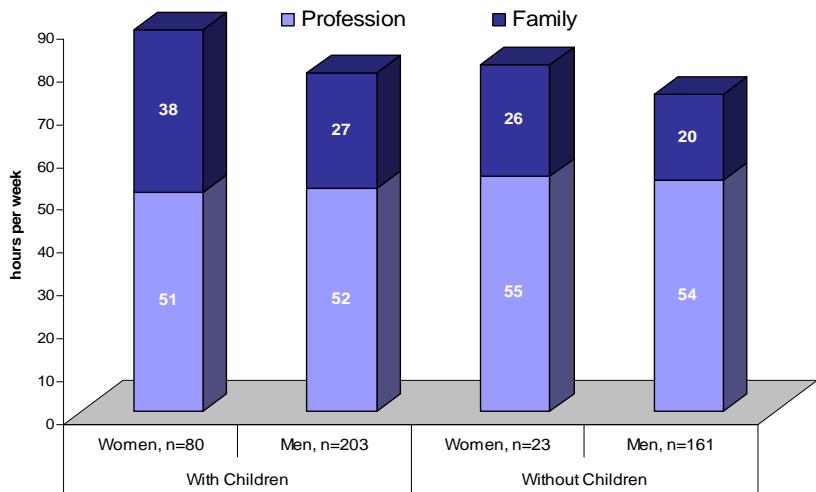
Studies of doctoral recipients in science and engineering have documented what has become known as a "marriage penalty" for women at key career transitions from obtaining a tenure track position to earning tenure and being promoted. Both male and female faculty members with children reported spending a similar number of hours on professional activities (over 50 hours

*"I anticipate my most difficult challenges as a faculty member will be just managing time and the balance between teaching and research."*

New Faculty Interviews  
Fall 2003

per week), however women with children spent an additional 38 hours compared to 27 hours by men on family-related responsibilities.

Figure 2: Average number of hours reported by faculty members on activities related to their profession and family responsibilities, by gender



For more information on the work-life issues identified through the AdvanceVT 2005 Faculty Work-Life Survey, please go to [www.advance.vt.edu/Measuring\\_Progress/Faculty\\_Survey\\_2005/Faculty\\_Survey.htm](http://www.advance.vt.edu/Measuring_Progress/Faculty_Survey_2005/Faculty_Survey.htm).

## More AdvanceVT Funding Opportunities

### AdvanceVT Colloquia: AdvanceVT Scholars

Deadline to apply: Proposals accepted at any time.

Funding is available to invite potential faculty candidates, especially mid- or early-career faculty, post-doctoral researchers and advanced graduate students, for short campus visits, to attract their interest in future faculty positions.

### AdvanceVT Leadership Fellowship Program

Deadline to apply: March 15th, 2006

The AdvanceVT Leadership Fellowship program provides course buy-outs for two or three women faculty to pursue individualized leadership opportunities working with experienced leaders on the Virginia Tech campus.

### AdvanceVT Postdoctoral Fellowship Program

Deadline to apply: March 31<sup>st</sup>, 2006

Nominees for the Postdoctoral Fellowship Program with outstanding potential for a tenure-track academic future are sought. Postdoctoral fellowship recipients must have a primary appointment in a science or engineering field in which women are underrepresented in faculty positions. Candidates who are re-entering the academic workforce or who have followed a non-traditional career path are strongly encouraged to apply.

Please visit our website at [www.advance.vt.edu/Funding\\_Opportunities/Funding\\_Opportunities.htm](http://www.advance.vt.edu/Funding_Opportunities/Funding_Opportunities.htm) for a full listing of our funding opportunities.

## Spring Search Committees

Even when we are committed to promoting diversity in the workplace, research indicates that we bring our personal experiences and cultural histories into the hiring and employment process.

*What will you do differently as a result of your participation in the 3<sup>rd</sup> Annual Advancing Women at Virginia Tech Workshop?*

"View myself as a viable, important candidate for a faculty position instead of as an outsider whose inclusion is unimportant. I plan to promote alternative academic appointments that open up academe to women, but make it a more family-friendly place for all."

- workshop participant

The AdvanceVT team has accumulated resources and information regarding well-conducted, open and unbiased searches that we would like to share with your faculty. In the spring of 2005, we presented this material to almost all search committees in the College of Engineering, including the search for the new dean. This spring, we would like to visit the departments in the COE, COS, CALS and other colleges conducting faculty searches. The presentations are tailored to each department, so that the information is as relevant to your situation as possible. These presentations take about 20-25 minutes of your time. We will happily join you for a regularly scheduled faculty meeting or schedule a meeting with those faculty in your department who are most involved with searches.

Please contact Ane Johnson, AdvanceVT graduate assistant, at [atj@vt.edu](mailto:atj@vt.edu) or 231-9884 for more information or to schedule a presentation. You may view the AdvanceVT "Unrecognized Biases and Assumptions in Hiring, Promotion and Tenure" brochure at [www.advance.vt.edu/Resources\\_&\\_Links/Search\\_Committee\\_Resources/Unrecognized\\_Biases.pdf](http://www.advance.vt.edu/Resources_&_Links/Search_Committee_Resources/Unrecognized_Biases.pdf).

## AdvanceVT Seed Grant Recipient: Dr. Linsey Marr

In the third of our series on seed grant recipients, Linsey Marr, Assistant Professor of Civil and Environmental Engineering, answers questions regarding the impact the seed grant has had on her research and career and offers advice to future recipients.



"The goal of my Advance seed grant was to put together a highly competitive NSF CAREER proposal. A CAREER award is a prestigious grant for young investigators that is often called the "ticket to tenure." As a result of the seed grant, I was able to rent equipment to gather data and show preliminary results in the proposal, to support graduate students who assisted with the literature review and produced figures for the proposal, and to travel to the University of Indiana to meet an expert in the field. The seed grant bore fruit, as I recently won a CAREER award."

"Given the highly competitive nature of research proposals, a successful submission will almost always show some preliminary results. One of the most important outcomes of a seed grant is the collection of preliminary data to demonstrate the principal investigator's ability to follow through on the proposed research. Those interested in applying for a seed grant should be sure to explain why their topic is important and what they plan to do with as much detail as possible."