

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

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## Upcoming Events Fall 2006

### **Calling all Postdocs and Research Associates: Seats are still available!** **AdvanceVT Graduate Student and Postdoc Workshops** **Conflict Resolution and Negotiation**

October 30, 2006

Graduate Life Center, Rm B

Dr. Barbara Butterfield and Dr. Jane Tucker will present two workshops on negotiations and conflict resolution for young scholars, with a special focus on women. The workshops address specific scenarios that graduate students and postdocs/research associates face. Course content includes key concepts of negotiations and interest based solution finding. There will be separate workshops for graduate students and for postdocs. The graduate section is currently full, but *AdvanceVT* is still accepting participants for the postdoctoral section in the afternoon. Please RSVP at <https://survey.vt.edu/survey/entry.jsp?id=1157050263923>.

### **Graduate Women's Monthly Gatherings**

November 1, 2006

Graduate Life Center, Rm B

Ennis McCrery, Graduate Representative to the Board of Visitors, invites all women graduate students at VT to participate in monthly gatherings for open conversations about issues of particular concern to graduate women, including but not limited to relationships with advisors and colleagues, strategies for success in male-dominated departments and fields, teamwork, work-life issues, support systems, resources, etc.

The goal for these gatherings is to create a safe, supportive community in which graduate women can share ideas, concerns, and successes.

Coffee and snacks will be provided. Registration is NOT required. All graduate women are welcome! For more information, contact Ennis at

[ennis@vt.edu](mailto:ennis@vt.edu).

### **Departmental and College Climate Issues in the Colleges of Science and Engineering**

November 2, 2006, 4-6 pm

Hillcrest Hall Banquet Room

Please join VT women for snacks, drinks, networking and a lively discussion of CLIMATE issues! All women faculty, postdoc/research associates and graduate students in the College of Science and College of Engineering are invited to a catered reception for networking and an exchange on departmental and college climate issues. Information gathered at this event will provide input to assess and suggest measures to further improve the climate for women in different stages of their careers at Virginia Tech. Please visit <https://survey.vt.edu/survey/entry.jsp?id=1160753837407> to register.

## Peer Mentoring Workshop Scheduled for Female Junior Faculty at Virginia Tech

Marian Mollin and Madeline Schreiber, two recently tenured Associate Professors, along with the Provost's Office and *AdvanceVT*, are organizing a workshop on Peer Mentoring in early January for tenure-track women at Virginia Tech.

Peer Mentoring is a tool that helps junior faculty meet in a structured way to provide concrete support for and assistance in achieving the goals Assistant Professors need to achieve in order to earn promotion and tenure. A number of women faculty on this campus have used this tool with great success; some even continue their groups in the years after tenure to maintain their research productivity.

The workshop's goals are simple: to share the experiences of those who have successfully worked in Peer Mentoring groups, distribute material to provide concrete guidance about how to operate in these groups, and assist with the formation of new Peer Mentoring groups made up of the women who attend the workshop.

The Peer Mentoring workshop is scheduled for the morning of Wednesday, January 10th, and will be held at the Inn at Virginia Tech. Invitations with more details will be e-mailed to all female junior faculty in early November. For more information, please contact: Marian Mollin, Department of History <[mmolin@vt.edu](mailto:mmolin@vt.edu)> or Madeline Schreiber, Department of Geosciences <[mschreib@vt.edu](mailto:mschreib@vt.edu)>.

### Congratulations!

On Thursday, September 21st, the Women's Center of Virginia Tech presented the 2006 Advancing Women Awards, at the Welcome Reception for new female faculty members. *AdvanceVT* extends congratulations to the following recipients: Dr. Kathleen Jones, Dr. Amy Nelson, Dr. Daniel Thorp, Dr. Carola Haas, Dr. Mark McNamee, Angela Mendes, Tasha Messenger and Heather Switzer. More information about the Advancing Women Awards can be found at: [www.womenscenter.vt.edu](http://www.womenscenter.vt.edu).

### New National Academy of Sciences Report: *Beyond Bias and Barriers*

On September 18, 2006, the National Academy of Sciences announced the publication of a new report, entitled *Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering*, that addresses the obstacles that women face in hiring and promotion at research universities in the fields of science and engineering. The report offers recommendations for policy changes at these institutions, such as requiring academic departments to demonstrate that a fair and aggressive search had been conducted prior to the approval of faculty appointments. The report also calls for departmental accountability, collaboration and standards making in the recruitment, retention and promotions processes at research institutions.

More information on *Beyond Bias and Barriers* can be found at the National Academies Press website at <http://newton.nap.edu/openbook/0309100429/html/index.html>. The report can also be read for free online at <http://newton.nap.edu/openbook/0309100429/html/index.html>.

New ADVANCE Institutional Transformation awards have been made to Cornell, Cal Poly Pomona, University of Maryland Eastern Shore, Rensselaer, UNC Charlotte, Duke, NJIT, Marshall, Rice, University of Illinois Chicago, University of Arizona, Brown, and Iowa State.

## **AdvanceVT Seed Grant Recipient: Dr. Giti Khodaparast**

In the continuation of our series on seed grant recipients, Giti Khodaparast, Assistant Professor of Physics, offered *AdvanceVT* insight into the success of her research, her career at Virginia Tech, and the impact the seed grant has had on both.

*How has the AdvanceVT seed grant impacted your research?*

The support from the Advance program and the matching funds from the College of Science were a great help to support my research activities by providing resources to support a graduate student partially and to purchase materials for my lab. My group currently consists of four graduate and two undergrad students, three of whom are female, and one post doc, all who have been establishing several experimental set ups in my laboratories in the area of magneto-optical phenomena in nanoscale. I have submitted a proposal on the same topic and received additional funding from the NSF.

*How has the seed grant impacted your career development?*

Supporting students as research assistants can always expedite the rate of research activities and my research benefited from the fact that one of my students was supported by the Advance grant.

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## **COACHE: Tenure Track Faculty Job Satisfaction Survey**

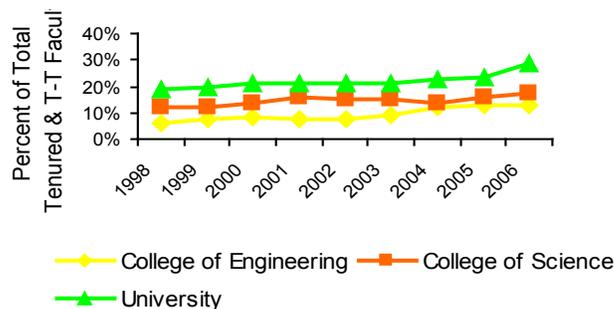
The Collaborative on Academic Careers in Higher Education (COACHE) released a report on September 25, 2006, indicating that departmental and institutional climate, culture, and collegiality are more important to the satisfaction of early career faculty than compensation, workload, and policy effectiveness.

COACHE, a research project based at the Harvard School of Education, conducted a survey of 4,500 tenure track faculty members at 51 colleges and universities, discovering several key attributes related to climate. These attributes include opportunities for collaboration, sense of community, personal interaction with colleagues, and fit. More information on survey results can be found at <http://www.gse.harvard.edu/~newscholars/reports/index.html>.

Virginia Tech will participate in this year's COACHE survey.

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## **Women Faculty as a Percentage of Full-Time, Tenured and Tenure-Track Faculty at Virginia Tech**



## Announcing the Clare Boothe Luce Fellowship Program

*To women in other professions—law, publishing, even politics—academic science can sometimes seem like the world that time forgot. Decades after women began scaling the corporate ladder, female physicists, chemists, mathematicians and engineers are still struggling to find their place at the nation's major research universities. Although women now earn about half the graduate degrees in math and chemistry, for example, they hold only about 10 percent of the faculty jobs in those fields.*

- "Science and the Gender Gap"  
**Newsweek**  
September 25, 2006

Virginia Tech seeks outstanding female candidates for the Clare Boothe Luce Fellowship program. The fellowships for Fall '07, funded by the Henry Luce Foundation, are available to females pursuing graduate education in the sciences or engineering fields. Virginia Tech will be offering **two (2) four (4) year fellowships for incoming female Ph.D. students, with US citizenship, in the sciences and engineering (excluding biological sciences, but including mathematics).**

Please visit [www.advance.vt.edu](http://www.advance.vt.edu) or [www.grads.vt.edu](http://www.grads.vt.edu) for information on the selection process, deadlines and guidelines for applying.

*"Because I am a woman, I must make unusual efforts to succeed. If I fail, no one will say, 'She doesn't have what it takes.' They will say, 'Women don't have what it takes.'"*

-Clare Boothe Luce

The Clare Boothe Luce Program stands alone as the single most significant source of private support for women in the sciences, engineering and mathematics. Clare Boothe Luce, the widow of Henry R. Luce who was co-founder and editor-in-chief of Time, Inc, was a playwright, journalist, U.S. Ambassador to Italy, and the first woman elected to Congress from Connecticut. She appreciated, however, that many women face obstacles in their chosen professions. In her magnificent bequest establishing this program, she sought "to encourage women to enter, study, graduate, and teach" in the sciences (including mathematics) and engineering.

*"Courage is the ladder on which all the other virtues mount."*

-Clare Boothe Luce

For more information on the Clare Boothe Luce Program, please visit <http://www.hluce.org/3cblfm.html>.

