

## TRANSFORMATIONS

SEPTEMBER 2010

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AdvanceVT would like to thank the National Science Foundation and Virginia Tech. Any opinions, findings, conclusions, or recommendations expressed are those of the authors and do not necessarily reflect the views of the National Science Foundation.

### UPCOMING EVENTS: FALL 2010

#### Fall Reception for Women Colleagues

September 21, 2010  
4:00 pm—6:00 pm

#### Owens Banquet Hall

Join women faculty, staff, and graduate students to meet new colleagues; network across colleges, departments, and institutes; and learn about the history of women and current opportunities for women at Virginia Tech.

This annual welcome event is co-sponsored by the Graduate School, the Women's and Gender Studies program, the Women's Center, and AdvanceVT.

Child care will be available at the Women's Center, 206 Washington Street, by request.

#### Graduate Student Lunch Seminar

September 17, 2010  
12:00 pm—1:30 pm  
GLC F

Join speakers **Eileen Shugart**, Instructor and GTA Coordinator, Mathematics; **Jessica StClair**, GTA, Mathematics; and **Alexis Johnston**, GTA, Mathematics, for a discussion of strategies for "Making a Successful Transition from Student to Teacher." Lunch will be provided.

#### Graduate Student Lunch Seminar

October 20, 2010  
12:00 pm—1:30 pm  
GLC F

**Dr. Barbara Ryder**, Professor and Chair of Virginia Tech's Department of Computer Science, will share tips on "Creating a Research Program from the Ground Up." Lunch will be provided.

Registration for all upcoming events is available at [www.advance.vt.edu](http://www.advance.vt.edu).

For additional program details, visit [www.advance.vt.edu](http://www.advance.vt.edu).

### SAVE THE DATE! JANUARY 11, 2011

The Office for Diversity and Inclusion and AdvanceVT will host the 8th annual *Advancing Diversity at Virginia Tech* workshop on Tuesday, January 11, 2011 at the Inn at Virginia Tech and Skelton Conference Center.

All members of the University community interested in

issues of academic diversity are invited to attend.

The keynote speaker for the 2011 workshop is Dr. Karan L. Watson, Interim Provost and Executive Vice President for Academic Affairs at Texas A&M University. Dr. Watson will speak on institutional change in higher education.



## 2009-2010 COACHE SURVEY RESULTS

During the fall 2009 semester, 307 pre-tenure faculty hired at Virginia Tech prior to January 2009 were invited to participate in the 2009-2010 Collaborative on Academic Careers in Higher Education (COACHE) Tenure-Track Faculty Job Satisfaction Survey. The COACHE survey provides university administrators with information that is designed to improve faculty recruitment and retention efforts, and it is administered to junior faculty members at colleges and universities across the nation.

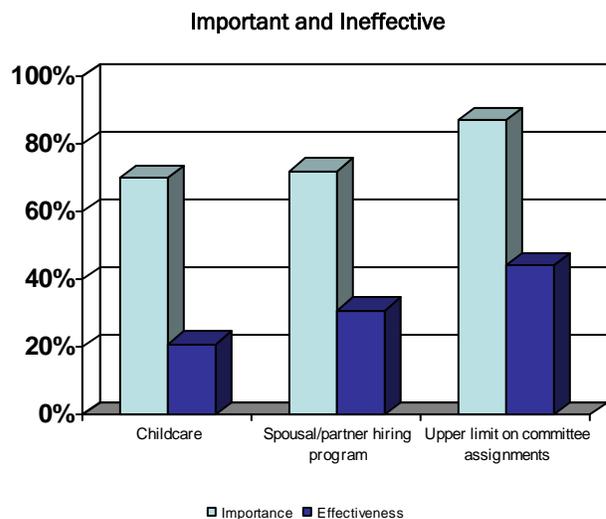
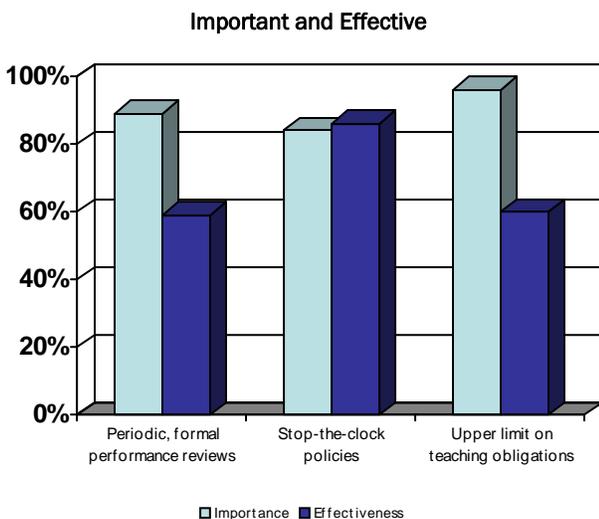
At Virginia Tech, 211 of 307 eligible pre-tenure faculty members completed the 2009-2010 COACHE survey. This response rate of 69% was considerably higher than the overall response rate of 57% for all participating institutions. Virginia Tech pre-tenure faculty members also participated in the 2006-2007 administration of the COACHE survey. Virginia Tech's 2009-2010 COACHE survey results not only include the perceptions of Virginia Tech faculty members, but how Virginia Tech ranks in comparison to five pre-selected peer institutions and the other 103 institutions that participated during the 2009-2010 academic year.

Virginia Tech's COACHE survey results will be shared with the university community at a variety of forums during the 2010-2011 academic year, including a series of articles in the *AdvanceVT* TRANSFORMATIONS newsletter.

The first topic in this series is work and home. Satisfaction with university work-life policies is one of the areas in which Virginia Tech ranked favorably. Virginia Tech ranked second among its five peer institutions – and in the 95th percentile of all participating institutions – in terms of providing institutional support for balancing children with the tenure-track. Sixty-five percent of Virginia Tech respondents agreed that “My institution does what it can to make having children and the tenure-track compatible,” compared with 20% who disagreed. The remaining 15% of Virginia Tech respondents were neutral.

University policies related to tenure and work-life balance that junior faculty at Virginia Tech viewed as both *important* and *effective* include stop-the-clock policies (86% effective); an upper limit on teaching obligations (60% effective); and periodic, formal performance reviews (59% effective). In contrast, policies frequently identified by junior faculty as important but *not* effective were child care (21% effective); spousal/partner hiring program (31% effective); and an upper limit on committee assignments (44% effective).

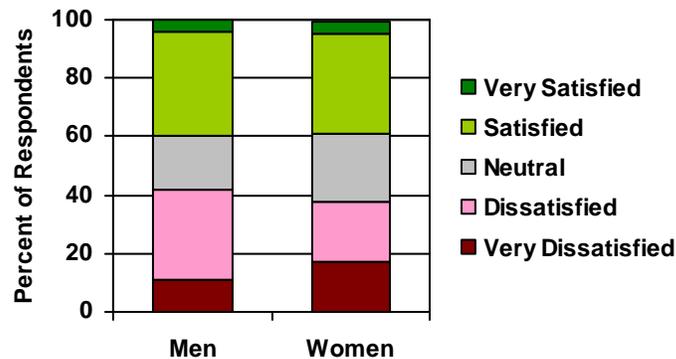
### POLICIES AND PRACTICES RELATED TO TENURE AND WORK-LIFE BALANCE



2009-2010 COACHE SURVEY RESULTS – CONTINUED

Although many survey participants indicated that they were satisfied with key aspects of the university’s work-life policies, approximately 40% of male and female pre-tenure faculty respondents reported struggling to balance their personal and professional lives. Achieving an acceptable level of work-life balance is an important issue for both men and women faculty.

**SATISFACTION WITH WORK-LIFE BALANCE**



Improving university work-life policies has been a major focus of *AdvanceVT* over the life of the National Science Foundation’s ADVANCE Institutional Transformation Grant. *AdvanceVT* strives to continue making progress in this area in order to improve job satisfaction for faculty across Virginia Tech.

**2010 WOMEN FACULTY PROMOTIONS**

The Virginia Tech Board of Visitors approved promotion and tenure recommendations at its June meeting. *AdvanceVT* congratulates the following women faculty:

**Promotion to Associate Professor with Tenure:**

- Maura Borrego, engineering education
- Mido Chang, educational leadership and policy studies
- Tracy Cowden, music
- Julie Dunsmore, psychology
- Sonia Hirt, urban affairs and planning
- Ji-Hyun Kim, apparel, housing and resource management
- Kee Jeong Kim, human development
- Kathy Lu, materials science and engineering
- Leigh McCue-Weil, aerospace and ocean engineering
- Heidi Mesmer, teaching and learning
- Marie Paretti, engineering education
- Kyungwha Park, physics
- Simone Paterson, visual arts
- Lynn Resler, geography
- Maren Roman, wood science and forest products
- Lisa Tucker, interior design
- Anastasia Vogt Yuan, sociology
- Liqing Zhang, computer science

**Promotion to Professor:**

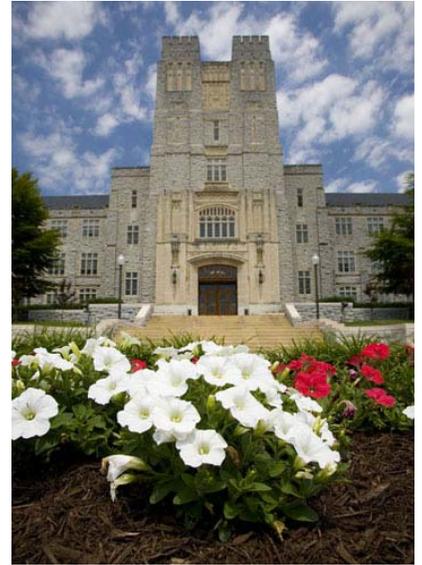
- Martha Ann Bell, psychology
- Jeryl Jones, small animal clinical sciences
- Katherine Knowlton, dairy science
- Jill Sible, biological sciences
- Ann Stevens, biological sciences

## OPPORTUNITIES

### ADVANCEVT CONTINUES!

Although the ADVANCE Institutional Transformation Grant received by Virginia Tech in 2003 came to a close in August 2010, *AdvanceVT* will continue to engage the Virginia Tech community. Created with funding from the National Science Foundation, *AdvanceVT* is continuing with support from the university. While the initial focus of *AdvanceVT* was to promote and enhance the careers of women in academic science and engineering positions at Virginia Tech, *AdvanceVT* programs have expanded to address work-life balance and career development issues for men and women faculty from across the university. *AdvanceVT* will continue to offer popular events such as distinguished speakers, leadership lunches, graduate student seminars, and the annual *Advancing Diversity at Virginia Tech* workshop.

If you would like to get involved with *AdvanceVT* and/or have ideas for future events, please contact Peggy Layne at [playne@vt.edu](mailto:playne@vt.edu). To learn more about the initiative, go to [www.advance.vt.edu](http://www.advance.vt.edu).



Video highlights of progress made during the first seven years of *AdvanceVT* are available at [www.advance.vt.edu](http://www.advance.vt.edu).

### 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. 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.**

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 with faculty, postdoctoral researchers, and/or graduate students.

Virginia Tech academic units or faculty who wish to invite an individual to campus under the Visiting Scholars Program should visit [www.advance.vt.edu](http://www.advance.vt.edu) for information on how to apply. Scholar visits are organized by the host department in conjunction with the Office for Diversity and Inclusion and *AdvanceVT*.

Proposals are accepted *at any time* during the academic year. Approximately ten awards will be made in 2010-11. Cost sharing is encouraged. Flexible arrangements are welcome. For more information or to submit a proposal, please contact Peggy Layne at [playne@vt.edu](mailto:playne@vt.edu).

The mission of the Office for Diversity and Inclusion is to promote, sustain, and advance an environment that supports principles of equity, diversity, inclusion, and community. For more information about the office, visit [www.diversity.vt.edu](http://www.diversity.vt.edu). *AdvanceVT* works to encourage cultural change and remove barriers to success so that *all* faculty members can reach their greatest potential, with a special focus on women in science and engineering.