

UPCOMING EVENTS: SPRING 2012

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A Showcase of Female Scientists

Sponsored by:

AdvanceVT, USDA National Needs Fellows, VT College of Natural Resources and Environment, Charlotte Hanes, and the Departments of Geography, Sustainable Biomaterials, and Forest Resources and Environmental Conservation

Tuesday, March 13, 2012

Work-Life Balance Panel

12:30 pm—1:30 pm, Torgersen 1100

Panelists: Dr. Valerie Trouet, University of Arizona; Dr. Lynn Resler, Virginia Tech; Dr. Jennifer Hodgson, Virginia Tech; and Ms. Laura K. Furgione, National Weather Service

Please join us for a panel discussion of the strategies successful female scientists have used to balance their work and life demands. This panel presentation and subsequent question and answer session will be of interest to all faculty and graduate students at Virginia Tech who struggle to fit an academic career into a fulfilling personal life.

Keynote Address by Ms. Laura K. Furgione

2:00 pm—3:15 pm, McBryde 100

Laura K. Furgione, the National Oceanic and Atmospheric Administration (NOAA) Deputy Assistant Administrator for Weather Services and Deputy Director of the National Weather Service (NWS), will present an open seminar to all interested members of the university community that will focus on how the nation prepares and responds to extreme climatic events.



Workshops for Graduate Students

3:30 pm—4:30 pm, Graduate Life Center (GLC)

Making a Life in Blacksburg, GLC Room C, Presenters: Ms. Suzie Leslie, Ms. Barb Walker, and Ms. Cathy Barker

Interview Skills and Curriculum Vita Preparation, GLC Room F, Presenter: Dr. Jody Jellison

Stress Management, GLC Room G, Presenter: Ms. Zetta Nicely

Three concurrent workshops will be held at the Graduate Life Center that will be open to all graduate students and postdoctoral fellows at Virginia Tech. Advance registration is required.

TRANSFORMATIONS

COLLEGE LIAISONS PROGRAM EXPANDS TO ALL ACADEMIC COLLEGES AT VIRGINIA TECH

In 2006, college liaisons were established for the Colleges of Science and Engineering with funding from Virginia Tech’s National Science Foundation ADVANCE grant. College liaisons are Virginia Tech faculty members and administrators who enhance the faculty search process by meeting with candidates to discuss work/life policies such as “extend the clock” and modified duties. Over the past few years, liaisons from the College of Science and College of Engineering have met with nearly every candidate in their respective colleges, both male and female, to not only inform them of the work/life resources available at Virginia Tech but to answer candidate questions. Since college liaisons do not serve as members of faculty search committees, the program provides candidates with an opportunity to discuss potentially sensitive issues with someone who is not directly involved in the hiring process.

“Countless times, I’ve had candidates say they were impressed with the breadth of policies for faculty and that many other places they’re interviewing don’t have as progressive of policies/programs as we do. Even though not all of the candidates end up coming here, hopefully they’ll spread the word about our faculty policies/programs to others after visiting, in addition to positive things they learned about the department and research programs. I think it’s important to be aware of this type of outcome/benefit from the liaison role as well.”

— AdvanceVT college liaison

Based on the success of this initiative in the Colleges of Science and Engineering, the Office of the Provost and deans of the colleges are currently working to expand the college liaisons program to all of the university’s academic colleges. Since the fall of 2011, staff members from the Office of the Provost have been meeting with the college deans and designated college liaisons (listed below) to discuss their needs and expectations. While some of the newly designated college liaisons have already begun meeting with candidates participating in 2011-2012 faculty searches, others will begin meeting with candidates in 2012-2013. For more information about the college liaisons program, contact Ellen Plummer at eplummer@vt.edu.

2011-2012 College Liaisons

College	Liaison	Title
Agriculture and Life Sciences	Jay Williams	Professor, Human Nutrition, Foods, and Exercise
Architecture and Urban Studies	Sonia Hirt	Associate Professor, School of Public and International Affairs
Business	Kay Hunnings	Associate Dean for Administration
Engineering	Eileen Van Aken	Professor and Associate Department Head, Industrial and Systems Engineering
Engineering	Marie Parette	Associate Professor, Engineering Education
Liberal Arts and Human Sciences	Debby Stoudt	Professor and Associate Dean, Academic Policies and Procedures
Natural Resources and Environment	Bob Smith	Professor and Associate Dean for Engagement
Science	Nancy Ross	Professor and Associate Dean for Research, Graduate Studies, and Outreach
Veterinary Medicine	Karen Inzana	Professor and Associate Department Head, Small Animal Clinical Sciences
Veterinary Medicine	Terry Swecker	Professor and Associate Department Head, Large Animal Clinical Sciences

3RD ANNUAL FUTURE FACULTY PROGRAM

On January 9-12, 2012, Virginia Tech hosted its third annual Future Faculty Program. This initiative was a recommendation of the university's Task Force on Race and the Institution and was developed with funding from the Office of the Provost. The Future Faculty Program is designed to enhance the faculty pipeline by developing relationships with prospective candidates, especially those from groups underrepresented in the professoriate such as minorities and women.



For the 2012 event, 12 doctoral students and postdoctoral scholars from across the country were invited to the Blacksburg campus to learn more about Virginia Tech and preparing for faculty positions. In addition to these participants from external institutions, 12 Virginia Tech doctoral students and postdoctoral scholars were also invited to participate. Many of this year's participants were selected from a group of students and scholars nominated by faculty members and departments at Virginia Tech, and comprised a diverse group in terms of gender, race, geographic region, and field of study. The following universities were represented by 2012 Future Faculty participants: Caltech; Clemson University; Duke University; Syracuse University; University of California, Santa Barbara; University of California, Santa Cruz; University of Georgia; University of Mississippi; University of South Carolina; and Yale University.

During their stay at Virginia Tech, participants from external institutions were matched with host departments. This enabled participants to tour research facilities, meet with department heads and faculty members to gain a greater awareness of research and teaching opportunities in their field, and discuss career prospects, research interests, and academic work. Future Faculty participants also had the opportunity to interact with Virginia Tech deans, administrators, and faculty members in sessions such as "Getting Off to a Good Start in a Faculty Career."

The Office of the Provost would like to thank the following departments for hosting 2012 Future Faculty participants from external institutions: Accounting and Information Systems; Agricultural and Applied Economics; Biological Sciences; Building Construction; Chemistry; Chemical Engineering; Engineering Science and Mechanics; English; Food Science and Technology; Management; Marketing; and Science and Technology in Society.

Future Faculty Program Objectives

- Enhance the faculty pipeline by establishing and developing significant meaningful relationships with prospects, especially those from groups underrepresented in the professoriate, such as minorities and women.
- Provide the opportunity for prospects to gain a greater awareness of Virginia Tech, which will enhance their ability to envision themselves as members of our community.
- Develop a network of faculty candidates who could be recruited for future vacancies.

AdvanceVT assists Virginia Tech in preparing, recruiting, and retaining high quality and diverse faculty. To accomplish this mission, programs are designed to facilitate success in scholarship, teaching, engagement, and administration for a wide range of audiences.

Elements of *AdvanceVT* include:

Recruitment and Retention

Networking and Mentoring

Building a Supportive Community

Preparing the Future Professoriate

AdvanceVT publishes university statistics annually and newsletters during the fall and spring semesters. To view previous newsletters and university statistics or to obtain information on programs and events, please visit

www.advance.vt.edu

PAST AND FUTURE EVENT HIGHLIGHTS

2012 “Advancing Diversity at Virginia Tech” Workshop



Keynote Speaker Dr. Karan Watson

The ninth annual “Advancing Diversity at Virginia Tech” workshop hosted by *AdvanceVT* and the Office for Diversity and Inclusion was held at the Inn at Virginia Tech and Skelton Conference Center on January 10, 2012. More than 300 people from across the university attended. Participants included A/P faculty, tenured and tenure-track faculty, research faculty, staff, department heads, senior administrators, instructors, library personnel, and students.

The highlight of the day for many participants was the keynote address on “Institutional Change in Higher Education” given by Dr. Karan L. Watson, Provost and Executive Vice President for Academic Affairs at Texas A&M

University. Dr. Watson’s address was followed by interactive table discussions in which participants spoke with fellow members of the Virginia Tech community about changes they would like to see in the next three years surrounding three issues: (1) the recruitment, retention, and success of students from diverse backgrounds; (2) departmental climate; and (3) the recruitment, retention, and success of faculty and staff from diverse backgrounds. Workshop participants also shared ideas for what they can personally do to influence progress in these three areas. At the end of the morning session, representatives from each table were invited to report the most important and/or creative responses from the table discussions to the larger group. Suggestions shared during the session will be compiled and disseminated to the university community.

The ninth annual “Advancing Diversity at Virginia Tech” workshop also featured four afternoon breakout sessions and a poster session. Many thanks go out to the workshop speakers, staff, and participants who helped make the 2012 event a productive day for the Virginia Tech community.

Upcoming Lunch Seminars

Leadership Lunch

Thursday, February 23, 2012
12:00 pm–1:30 pm
Inn at Virginia Tech

Join us for a panel discussion with Associate Deans **Susan Sumner** (College of Agriculture and Life Sciences), **Jill Sible** (College of Science), and **Rosemary Blieszner** (The Graduate School). Drs. Sumner, Sible, and Blieszner will talk about their current roles, how they achieved these positions, the best and most challenging aspects of the job, and any advice they have for those aspiring to similar positions.

Graduate Student Lunch Seminar

Monday, February 27, 2012
12:00 pm–1:30 pm
Graduate Life Center, Room F

Join **Brenda Davy**, Associate Professor, Human Nutrition, Foods, and Exercise, and **Amy Pruden-Bagchi**, Associate Professor, Civil and Environmental Engineering, to learn more about “Strategies for Writing Successful Grant Proposals.” Drs. Davy and Pruden-Bagchi will share general advice for writing effective grant proposals as well as their experiences applying for National Institutes of Health and National Science Foundation grants.

Leadership Lunch

Monday April 2, 2012
12:00 pm–1:30 pm
Inn at Virginia Tech

Please help us welcome **Diana Bilimoria**, KeyBank Professor of Organizational Behavior at Case Western Reserve University, Co-PI of their ADVANCE program, and the 2011-2012 Division Chair of the Gender and Diversity in Organizations Division of the Academy of Management. Dr. Bilimoria will talk about her recently published book *Gender Equity in Science and Engineering: Advancing Change in Higher Education*.