

INSIDE THIS ISSUE:

Welcome New Women Leaders & Promotions 1
 COACHE Strategies & Outcome Reports 2-3
 Event Highlights 4

AdvanceVT
 Peggy Layne: Director
 Maureen McCusker: GA
 Elsa Camargo: GA
 Kathy Murphy: Assistant

330 Burruss Hall
 Mail Code 0132
 Blacksburg, VA 24061

Phone: 540.231.9987
 www.advance.vt.edu
 advancevt@vt.edu

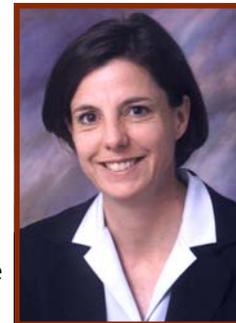
AdvanceVT began with support from the National Science Foundation (Grant # HRD 0244916) and continues with support from Virginia Tech. Any opinions, findings, conclusions, or recommendations expressed are those of the authors and do not necessarily reflect the views of the National Science Foundation or Virginia Tech.



WELCOME NEW VIRGINIA TECH WOMEN LEADERS

Dr. Laura Sands

Dr. Laura Sands recently joined the Virginia Tech community with her husband and new university president Dr. Timothy Sands. Dr. Laura Sands holds an academic appointment as professor of human development and is a researcher in the Center for Gerontology. Dr. Sands received her B.A., M.A. in biostatistics, and Ph.D. in quantitative psychology from the University of California, Berkeley. Her research focuses on the cognitive functioning and long-term care of older adults. She brings with her to Virginia Tech two grants from the National Institutes of Health, on which she plans to continue work while also serving the community as First Lady.



Dr. Laura Sands

Dr. Elizabeth Spiller



Dr. Elizabeth Spiller

Dr. Elizabeth Spiller was named Dean of the College of Liberal Arts and Human Sciences in April and began her new position at Virginia Tech on July 1, 2014. Dr. Spiller, who previously served as the Associate Dean of the College of Arts and Sciences at Florida State University, received her M.A. and Ph.D. in English and American Literature and Language from Harvard University and her B.A. in English Literature from Amherst University. Dr. Spiller is the author of two books and is widely published in the study of history of science. She is a highly regarded scholar and leader and has been recognized by Senior Vice President and Provost Mark McNamee for her strength in the areas of “service of vision, innovation, and collaboration.”

Congratulations to Recently Promoted Women Faculty!

On June 2, 2014, the Virginia Tech Board of Visitors approved the promotion of six female collegiate faculty members to the rank of professor:



Achla Marathe, Ph.D.
 Professor, Agriculture & Applied Economics



Kathryn Albright, AIA
 Professor, Architecture Chair, Foundation Program



Sonia Hirt, Ph.D.
 Professor, UAP CAUS Associate Dean for Academic Affairs



Jennifer L. Hodgson, BVSc, Ph.D., MRCVS, Diplomate, ACVM
 Professor, Microbiology Pop. Health Sciences Associate Dean for Professional Programs



Wenjing Lou, Ph.D.
 Professor, Computer Science



Madeline Schreiber, Ph.D.
 Professor, Hydrogeosciences

College Reports on COACHE Strategies and Outcomes

In the Fall of 2013, this AdvanceVT newsletter highlighted the results of the 2012-2013 Collaborative on Academic Careers in Higher Education (COACHE) survey of faculty job satisfaction, in which Virginia Tech participated the previous year. These findings provided the context for the launching of a university-wide initiative, intended for colleges to address some of the key findings of the survey: the COACHE Strategies and Outcomes Initiative. College deans were requested to select from their own college reports three themes to which they would devote strategic activities in the 2013-2014 year. These themes included areas of strength or areas in need of improvement that could be further enhanced. Deans were asked to work with college staff and department heads/chairs to develop and implement strategies to address the themes and subsequently assess their success. In the spring of 2014, college deans provided the Provost's Office with a report on the three themes, strategies for each, and anticipated or realized outcomes.

For more information:

- *AdvanceVT website* > *Measuring Progress*
- *COACHE website*
- *Scholar* > *COACHE Surveys*

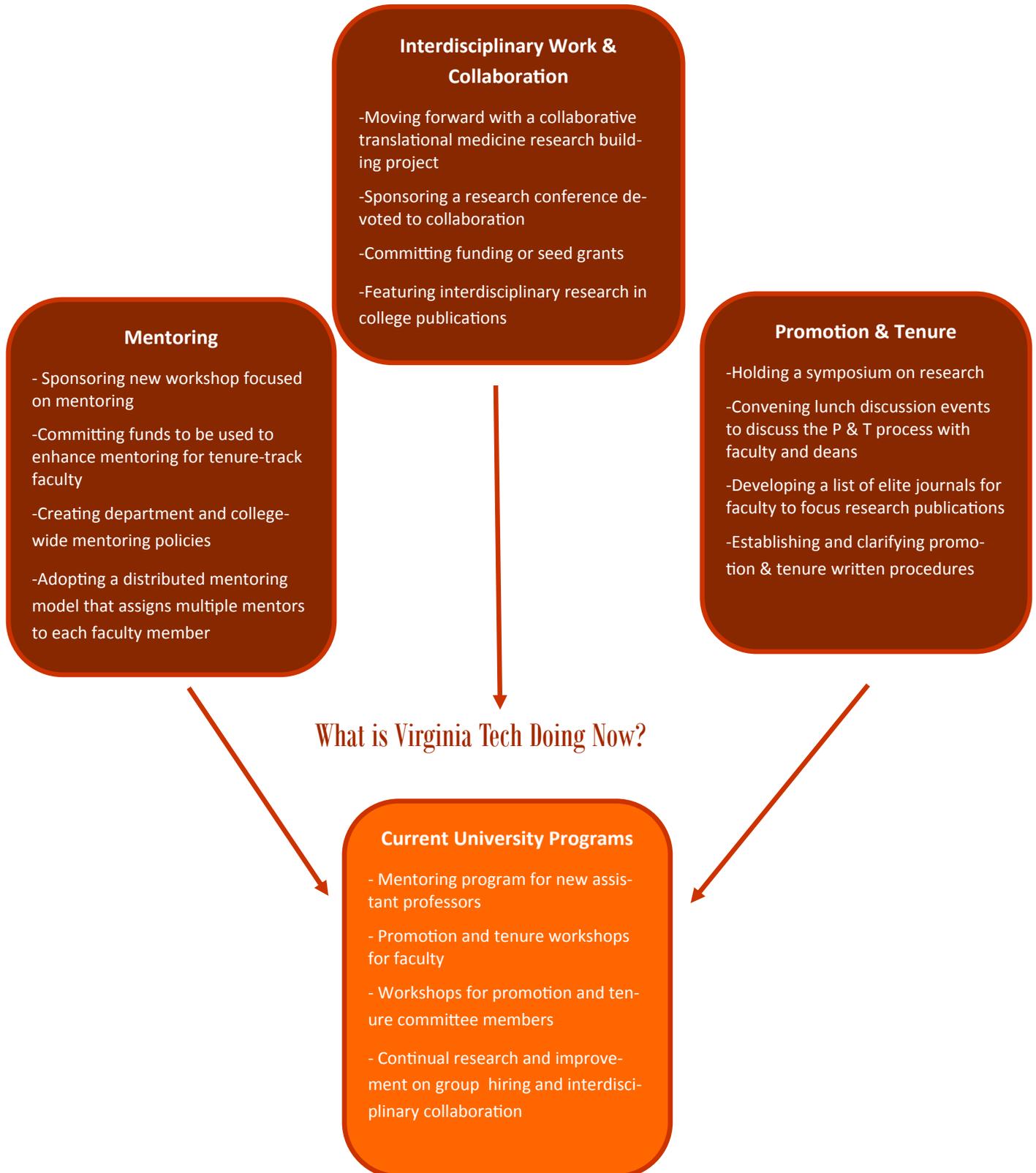
COACHE Theme Count by College

Theme	CAUS	CVM	COS	COE	CNRE	CLAHS	PCOB	CALS	Total
Mentoring	X	X	X	X				X	5
Interdisciplinary Work/ Collaboration		X			X	X			3
Promotion	X			X		X			3
Tenure				X	X		X		3
Faculty Work/Life Needs	X				X				2
Teaching							X	X	2
Appreciation/Recognition							X		1
College Communication			X						1
Divisional Leadership		X							1
Faculty Career Paths			X						1
IT Support								X	1
Quality of Grad Students						X			1

As the table above shows, the three most frequently selected themes were mentoring, promotion and tenure, and interdisciplinary work/collaboration. **Mentoring** was the most popular theme, as five of the eight college selected it as a focus area. Collectively, **promotion** and **tenure** were themes for four of the eight colleges, and **interdisciplinary work/collaboration** was a focus for three.

College Theme Action Strategies

Colleges selected a variety of new strategies and procedural plans to address their themes. Below are select examples of such strategies for the three most common themes.

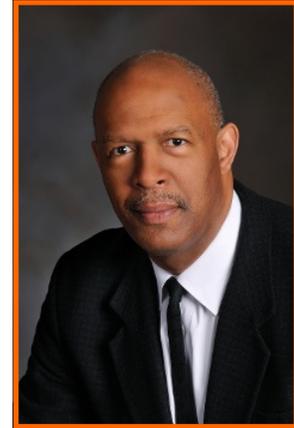


Save the Date: Advancing Diversity at Virginia Tech 2015

Monday, January 12, 2015

The twelfth annual Advancing Diversity workshop will be held on Monday, January 12, 2015, with a keynote address by Wayne Robinson, member of Virginia Tech's Board of Visitors and recipient of the university's Alumni Distinguished Service Award. The program will include presentations about current Virginia Tech diversity initiatives and discussions of how to improve inclusion and diversity on campus through research and scholarship, teaching and learning, and outreach and engagement.

Please register no later than December 19th at www.advance.vt.edu



Graduate Student Lunch Seminars

Presentation slides and audio recordings of seminars are available in the [Resources](#) section on our website at www.advancevt.edu.

Faculty Search Process

Tuesday, October 7, 2015

Drs. Mary Leigh Wolfe, Professor and Department Head in Biological Systems Engineering, and Debra Stoudt, Dean of the College of Liberal Arts and Human Sciences, have served on several faculty search committees and discussed the faculty search process.

The Academic Job Search

Tuesday, November 11, 2014

Lissett Bickford from the Biomedical Engineering and Mechanics Department and Sarah Ovink from the Sociology Department will discuss the academic job search process.



Website Announcements

New leadership resource website:

Leading at Every Level

The Office of the Provost recently launched its new online leadership development resource model, designed to provide faculty and academic leaders with information about management and leadership expectations as well as available tools and resources for ongoing learning and professional development.

To access the website, visit:

http://www.provost.vt.edu/faculty_affairs/leadership_development/Leading_at_Every_Level.html

For more information about ADVANCE programs, initiatives and events nationwide, visit the ADVANCE Portal at:

<http://www.portal.advance.vt.edu/>