

# *AdvanceVT Progress:* What We Have Done So Far and Where Do We Go Next?

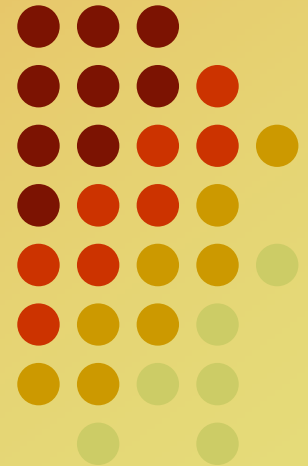
Advancing Diversity at Virginia Tech

January 12, 2009

Mark G. McNamee

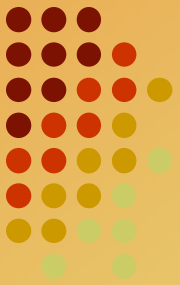
Senior Vice-President and Provost

Principal Investigator, *AdvanceVT*



# What is *AdvanceVT*?

(reminder...)



- Promotes institutional change with the goal of increasing the representation and advancement of women in academic science and engineering careers
- Initiated with a 5-year NSF grant, now in year 6
- Challenges recipient institutions to help rethink academic careers, policies, and practices
- Change initiatives at Virginia Tech across all colleges

# AdvanceVT Team



- Pat Hyer, Associate Provost, Co-PI
- Beate Schmittmann, Professor and Department Head, Physics, Co-PI
- Tonya Smith-Jackson, Associate Professor, Industrial and Systems Engineering, Co-PI
- Elizabeth Creamer, Professor, School of Education, Assessment Director
- Jack Finney, Associate Dean, College of Science
- Nancy Ross, Associate Dean, College of Science
- Roseanne Foti, Associate Professor, Psychology
- Janis Terpenney, Associate Professor, Engineering Education and Mechanical Engineering
- Eileen Van Aken, Associate Professor, Industrial and Systems Engineering
- Peggy Layne, Project Director
- Robyn Midkiff, Administrative Support
- Ane Johnson, Graduate Assistant
- Leigh Harrell, Graduate Assistant



# *AdvanceVT:* Major Initiatives

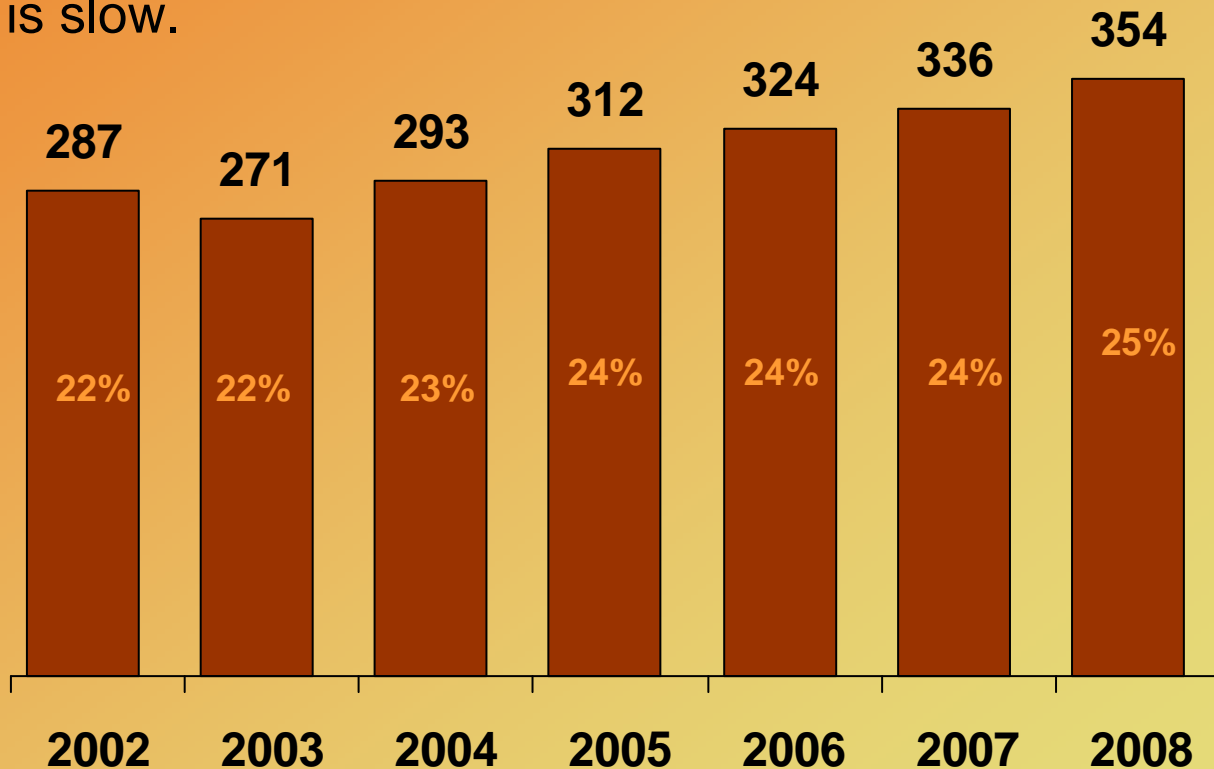


- Increasing the Representation of Women through Recruitment, Retention, and Pipeline Initiatives
- Empowering Women as Scholars and Leaders
- Addressing Work-Life Issues
- Warming the Departmental Climate
- Conducting Research and Assessment

# Increasing the Representation of Women



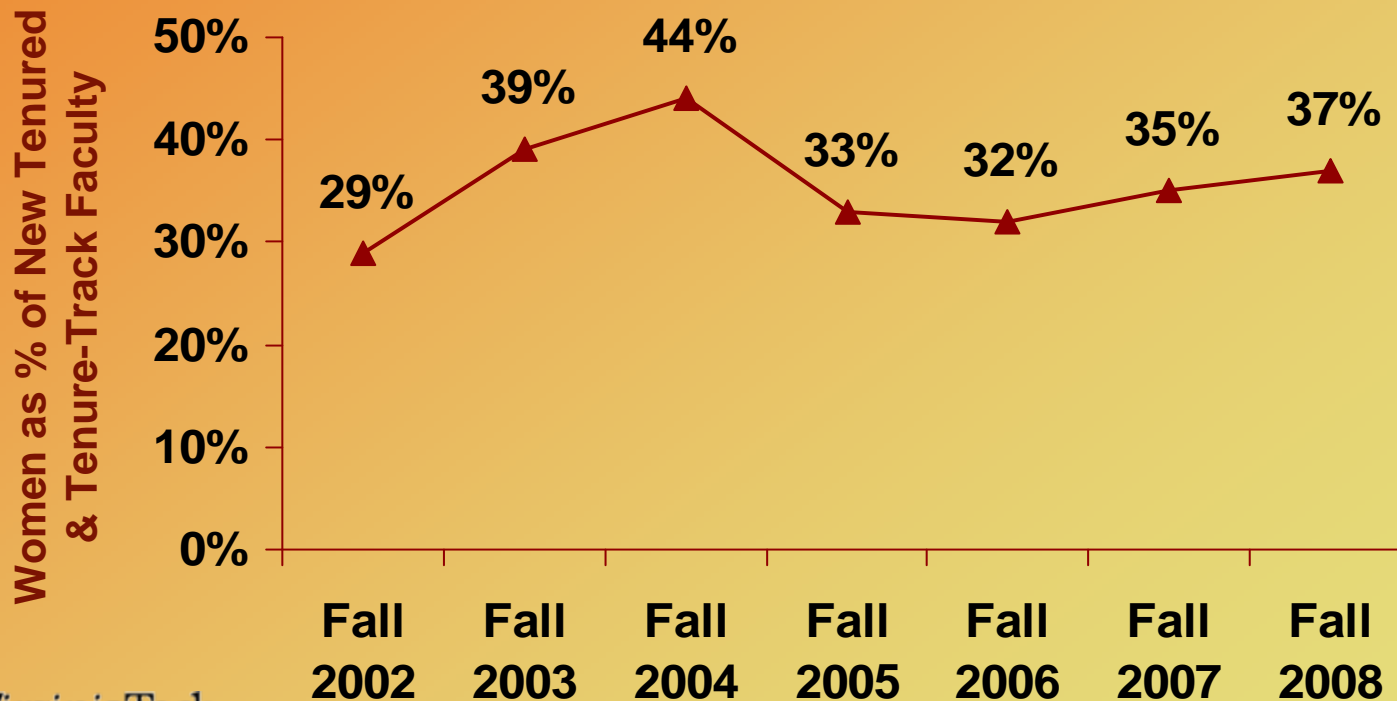
The number of women faculty university wide has increased by 30% since 2002-03, but change in overall composition of faculty is slow.



# Increasing the Representation of Women



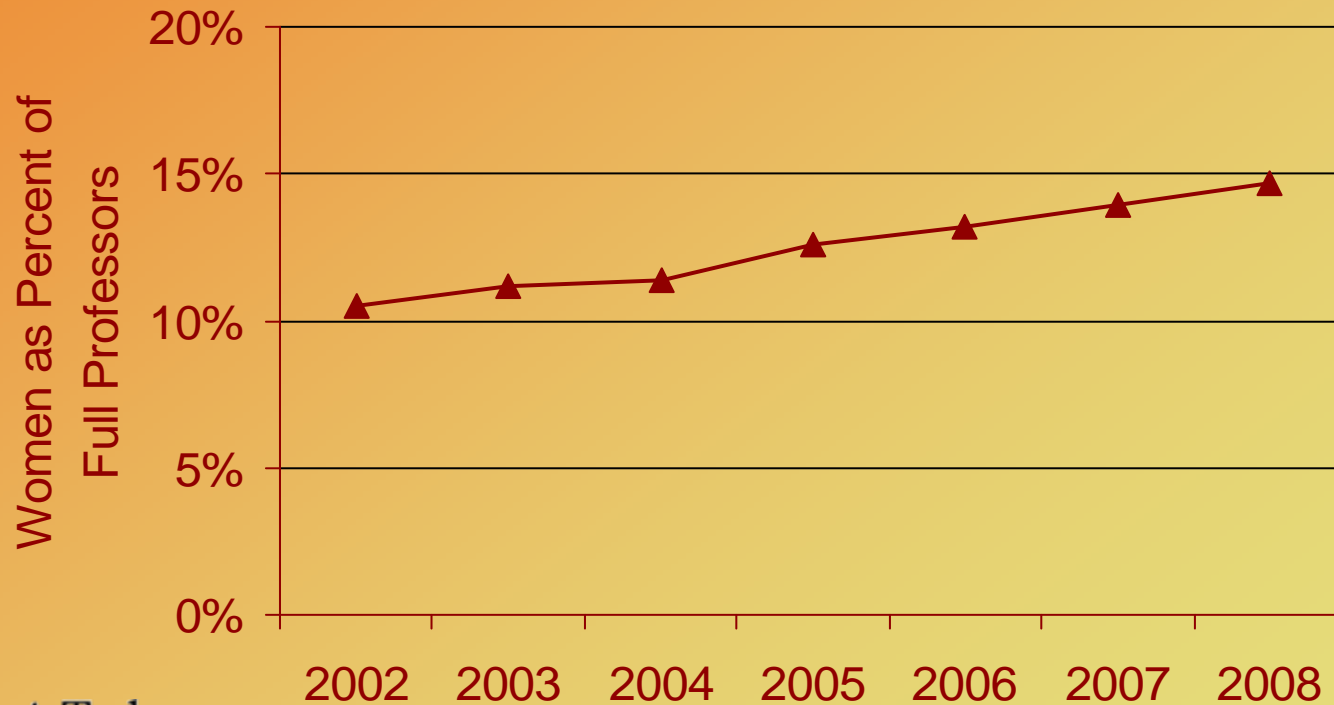
Fall 2004 was a hiring standout, but hiring remains about 33% women faculty, while availability of women among Ph.D.s is 45% (all fields) and 40% in science & engineering disciplines



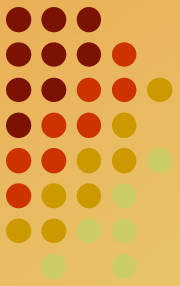


# Increasing the Representation of Women

The number of women full professors has increased to 86. The pool of senior women available for appointments to professorships and chairs and important policy making committees is still very limited.



# Women Department Heads at Virginia Tech, 2008

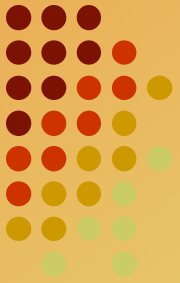


We welcomed three new women department heads to Virginia Tech this year: Barbara Ryder, Computer Science; Susan Hutson, Human Nutrition, Food & Exercise; and Anju Seth, Management; and Shannon Jarrott was appointed interim head in Human Development.



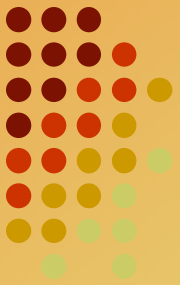


# AdvanceVT supports faculty recruitment:



- Visiting scholar program
  - Now expanded, see flyer in registration packet
- Brochure and presentations on unintended bias
- Brochure on family friendly policies
- Website for prospective faculty
- College liaisons meet with faculty candidates
- Collaborations with Office for Equity and Inclusion
  - database of prospective candidates
  - recruitment fairs





# Addressing Work-Life Issues

- Dual Career Assistance Program
  - Office established fall 2005
  - Central funding provided
- Stop-the-Clock
  - Existing policy revised 2006
  - Language adopted for external letters
- Modified Duties
  - Adopted 2006
- Part-time Tenure Track
  - Adopted 2007



# Progress on Childcare!

- Signed contract with Rainbow Riders September 2008
- New facility at Corporate Research Center
- Expansion to provide 246 additional slots, with 60% reserved for Virginia Tech employees
- Anticipate opening in August 2009



# Dual Career Assistance



- Dual Career Assistance Office opened 2005
- Offers job search assistance for up to one year for spouses or partners of newly recruited faculty or administrators
- Bridge funding provided by Provost Office
- Exemptions to search where appropriate
- <http://www.hr.vt.edu/employment/dualcareers/>



# Dual Career Assistance Program

*“Without it, we would not have come. I think it’s critical because lots of people have spouses that are also in research or in the same area, so they will only come if you hire both. So, if you have a program like that, it’s really important to get people here.”*

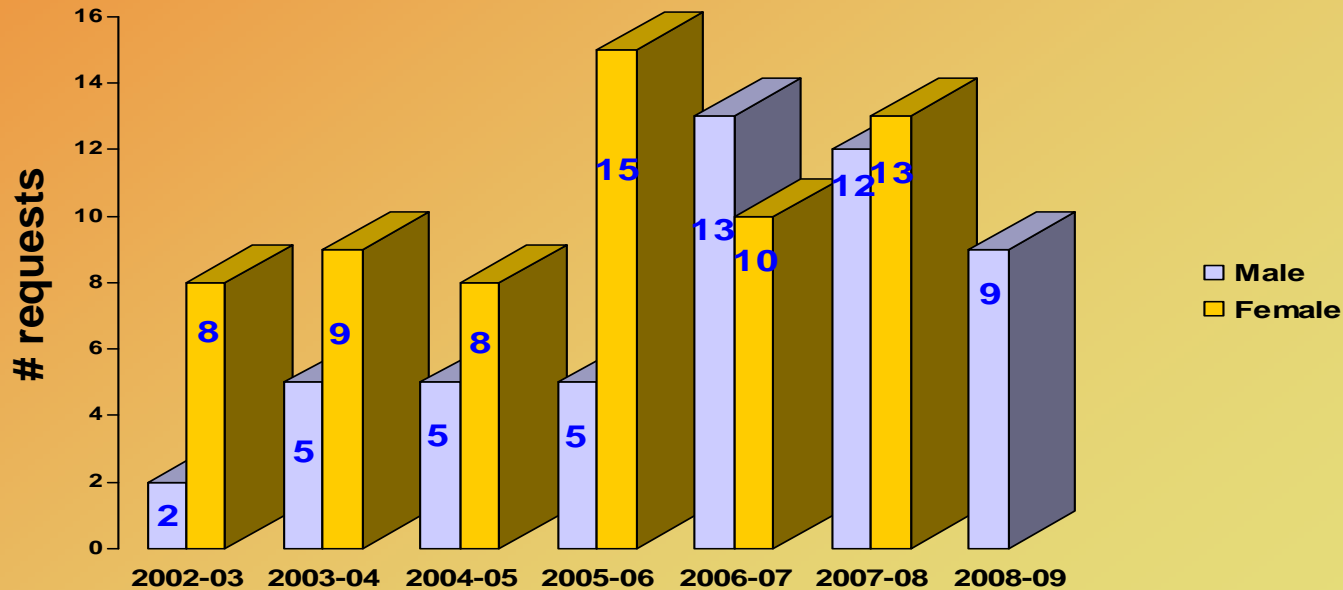
- New Faculty Hire, 2006-07



# Stop the Clock Requests by Gender

Academic Years 2002-03 through 2008-09

About half of requests are for childbirth, adoption or dependent care; 20% for personal or family medical reasons; one third for other special circumstances, including delays in completion of degree, late initial appointment, problems with equipment or lab space, etc.



# Modified Duties



Year 1, 2006-07:

- 4 participants, \$15,000

Year 2, 2007-08:

- 18 participants, \$122,500

Year 3, 2008-09 (to date):

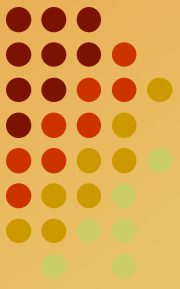
- 6 participants, \$49,500

Most involve childbirth; several related to 4/16



Megan Dolbin-MacNab, Assistant Professor, Human Development, was the first to use the modified duties policy

# Policy Impact on Recruitment and Retention



Feedback from new recruits and search committees tells us that the new policies have been a notable factor in decisions to accept an offer from Virginia Tech.

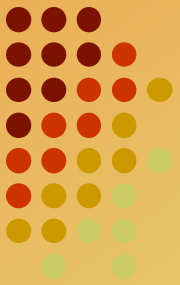
*“I was looking for a place where I could have excellence in terms of research and students and quality of people. Part of that was being able to balance a family, which is really hard to do, so the fact that there was institutional and departmental support was a tremendous thing for me.”*

- *New Faculty Hire, 2006-07*

But we still need to do more to ensure that search committees and department heads know about and use the policies.



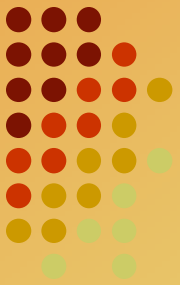
# Warming Department Climate



- *A Compendium of Successful Strategies* developed by faculty committee
- Focuses on five critical areas:
  - creating a sense of intellectual community,
  - providing for fair and full evaluations,
  - improving communications to insure clarity and mutual respect and understanding,
  - building more effective departmental policies, and
  - helping department members achieve an effective work-life balance.
- Available at [www.advance.vt.edu](http://www.advance.vt.edu)



# Research and Assessment



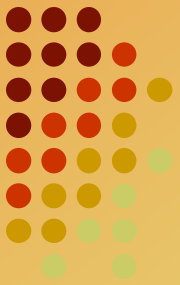
- NSF indicators monitored annually
  - Numbers and % of women
- COACHE survey of pre-tenure faculty
  - Focus on P&T, clarity and reasonableness of policies, collegiality, climate, satisfaction
  - Provides national benchmarks
  - Will be repeated in 2009
- Faculty climate survey
  - First conducted in spring 2005
  - Second survey in fall 2008
  - Elizabeth Creamer will present findings



# Current *AdvanceVT* and institutional initiatives



- Partnering with Office for Equity and Inclusion on Inclusive Excellence and Race Task Force Initiatives
- Applying effective strategies from *AdvanceVT* to address issues of race
  - Visiting Scholar program
  - Addressing unintended bias in searches
- Warming departmental climate, especially for pre-tenure faculty
- Enhancing faculty mentoring programs
- Hosting leadership lunches and networking opportunities for women faculty
- Supporting faculty recruitment through college liaisons and collaboration with Office for Equity and Inclusion
- Completing assessments and documenting accomplishments



# Advancing Diversity at Virginia Tech

Dr. Elizabeth Creamer, Director of  
Assessment, *AdvanceVT*

Leigh Harrell, *AdvanceVT* Graduate  
Fellow, Statistics Instructor

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