

# ADVANCING DIVERSITY AT VIRGINIA TECH

INN AT VIRGINIA TECH AND SKELTON CONFERENCE CENTER

TUESDAY, JANUARY 9, 2018

## AGENDA

8:30 a.m.	Registration and Continental Breakfast	Latham Foyer
9:00 a.m.	Welcome and Opening Remarks: <i>“The Ut Prosim Imperative”</i> <i>Menah Pratt-Clarke, Vice President for Strategic Affairs &amp; Vice Provost for Inclusion and Diversity</i> <i>Discussion facilitated by Susanna Rinehart, Faculty Chair of Theatre and Cinema &amp; Associate Professor of Performance</i>	Latham ABC
10:00 a.m.	Break and Poster Session	Latham Foyer
10:30 a.m.	COACHE Survey findings presentation and tabletop discussions <i>Peggy Layne, Assistant Provost for Faculty Development</i>	
12:00 p.m.	Lunch	Latham ABC
1:00 p.m.	Concurrent Sessions: <i>Making the Most of Mentoring</i> <i>Proactive Faculty Searches for Inclusion and Excellence</i> <i>Institutional Shifts Towards Inclusive Excellence in STEM</i> <i>Talking About Harassment in the Context of #MeToo</i> <i>Implementing Virginia Tech’s Principles of Community</i>	<i>Solitude</i> <i>Smithfield</i> <i>Duck Pond</i> <i>Assembly Hall</i> <i>Cascades</i>
2:30 p.m.	Closing Reception <i>Posters on display</i>	Latham Foyer
3:00 p.m.	Adjourn	



*Tweet your comments using #InclusiveVT*

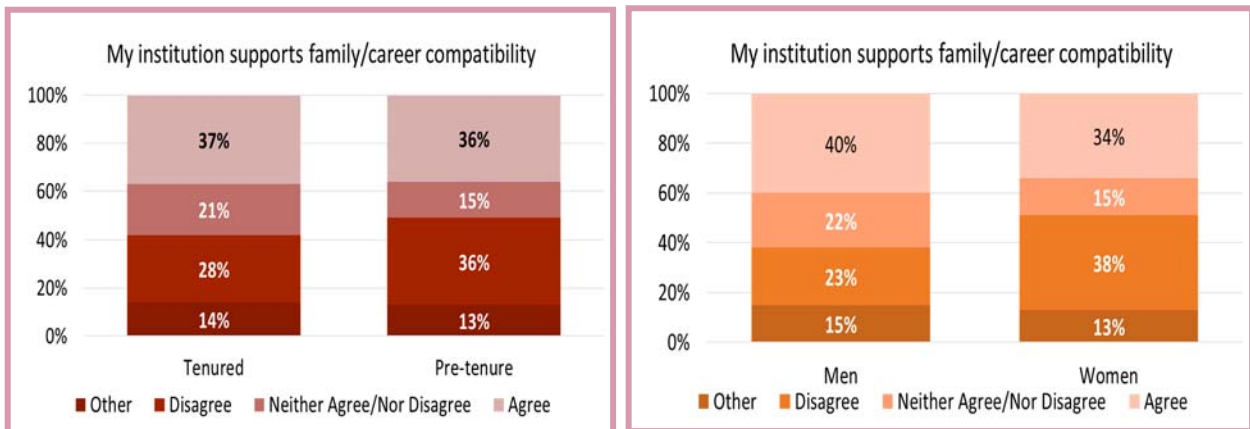


# COACHE SURVEY RESULTS

The Collaborative on Academic Careers in Higher Education (COACHE) survey asks faculty at colleges and universities nationwide to assess their professional experiences. The project aims to provide university administrators with actionable information to improve faculty recruitment and retention.

## Work-Life Policies

Satisfaction with work-life policies varies by tenure status as well as by gender. Virginia Tech ranks in the top 30% of universities in overall perception of personal and family policies. While faculty at Virginia Tech are generally dissatisfied with child care, elder care, and spousal hiring, Virginia Tech still ranks in the top 30% of participating universities on spousal hiring and elder care, and first or second among the selected peer institutions on child care and elder care.



Pre-tenure faculty and women are more likely than tenured faculty and men to disagree that “My institution supports family/career compatibility.” Nevertheless, Virginia Tech ranks in the top 30% of participating universities and third or fourth among peer institutions on that issue.

## Overall Satisfaction

While the COACHE survey identified many areas for improvement, overall Virginia Tech faculty are satisfied with their work experience; two-thirds of survey respondents indicated that if they had make the choice again, they would still choose Virginia Tech as a place to work.

	% Satisfied		
	VT	Peers	All
How satisfied are you with your department as a place to work	75	70	70
How satisfied are you with the institution as a place to work	65	63	63

## CONCURRENT SESSIONS

### **Making the Most of Mentoring**

**Solitude**

*LaRhonda Johnson, Mentorship Coordinator, Career and Professional Development*

What makes a good mentor? How can mentees/protégés get what they need from their mentor(s)? Participants in this session will discuss different models of mentoring, develop their mentor network, and practice clarifying expectations and negotiating boundaries between mentors and protégés.

### **Moving Beyond Traditional Recruitment Strategies: Implementing Proactive Faculty Searches for Inclusion and Excellence**

**Smithfield**

*Patrice Dickerson, Director of Faculty Diversity, Office for Inclusion and Diversity*

What are the best practices for equitable faculty searches? Research demonstrates that traditional faculty searches often fail to adequately focus on position relevant criteria, treat candidates differently, and are susceptible to the influence of various biases. Fortunately, research also demonstrates that relatively modest efforts to increase the structure of the faculty search process can produce significant benefits. Participants will discuss challenges of faculty diversity recruitment and programs and tools available to implement a structured proactive approach for your faculty searches.

### **Institutional Shifts toward Inclusive Excellence in STEM**

**Duck Pond**

*J Orion Rogers, Tara Phelps-Durr, Jeanne Mekolichick, Jeremy Wojdak (Radford University); Jill Sible, Michele Deramo, Deborah Good, Mike Bowers, Sarah Karpanty (Virginia Tech)*

Why do many students leave STEM majors? What are the barriers that confront some populations of students more than others? How do we move beyond the mindset and practice of fixing the student and towards transforming the institution? Participants will discuss national and institutional data and the Inclusive Excellence framework with the Howard Hughes Medical Institute (HHMI) Inclusive Excellence teams from Radford University and Virginia Tech to address these questions.

### **Talking about Harassment in the Context of #MeToo**

**Assembly Hall**

*Rachel Holloway, Vice Provost for Undergraduate Academic Affairs  
Anisa Zvonkovic, Department Head, Human Development  
Ken Eriksson, Professor, Geosciences*

Sexual harassment in the workplace has been much in the news lately. How are attitudes towards sexual harassment changing in society and here at Virginia Tech? How can we create a workplace in which students, faculty, and staff can flourish without fear of harassment? What resources are available on campus to deal with incidents of harassment when they occur?

### **Implementing Virginia Tech's Principles of Community**

**Cascades**

*Ellington Graves, Director, Africana Studies Program  
Mae Hey, InclusiveVT Postdoctoral Fellow*

This session will discuss the origins of Virginia Tech's Principles of Community and how they can be applied in the classroom, workplace, and throughout the campus community.

## POSTER PRESENTATIONS

*Advancing Diversity Initiatives at the Biocomplexity Institute*, Shernita Lee, Biocomplexity Institute

*Advancing Diversity through Multi-Organizational Collaboration to bring a Tuskegee Airman to Virginia Tech*, Crystal Kyle, ALCE

*CyberLeaders Program*, Kira Gantt, Hume Center

*Developing the Network: Creating and Supporting Campus Accessibility*, Martina Svyantek, Equity and Accessibility

*Disability at Virginia Tech: Strengths, Struggles, & Moving Forward*, Liz Spingola, Engineering Education

*Discovering and Engaging Gender Dimensions of International Development*, Maria Elisa Christie and Daniel Sumner, OIRED; Kaitlyn Spangler, Geography

*Diversity as a Value: Creating a Strategic Plan for Student Affairs*, Chelsea Lyles, Student Affairs

*Diversity Initiatives in Undergraduate Admissions*, Kayla St. Clair, Undergraduate Admissions

*University Academic Support Services, High Impact Practices, and Underrepresented Students: A Quantitative Analysis*, Lotus Wang, Undergraduate Academic Affairs

*LGBT Faculty and Staff Caucus*, Jordan Harrison, Cook Counseling Center

*Life Science Mentoring*, Ruth Grene, Plant Pathology, Physiology and Weed Science

*SERVE Living Learning Community*, Catherine Cotrupi, VT Engage

*Sustainability Scholars Program*, Hannah Scherer, ALCE

*Mozaiko: A Global Living-Learning Community*, Lia Kelinsky, Cranwell International Center

*Virginia Tech Center for Autism Research (VTCAR) & Virginia Tech Autism Clinic (VTAC): Promoting Diversity at Virginia Tech*, Angela Dahiya-Singh, Psychology

*Virginia Tech Common Book Project*, Jennifer Culhane, First Year Experiences; Tiffany Shoop, CIDER

*Virginia Tech Veterans' Caucus: Epitomizing Diversity Efforts*, Chris Tysor, ICTAS

*Virginia Tech Women's Alliance*, Kimberly Carlson, Management

*#VTDITC: Hip Hop Studies at Virginia Tech*, Craig Arthur, University Libraries

## FUTURE FACULTY PROGRAM

The Virginia Tech Future Faculty Development program brings a select group of doctoral students and post-doctoral scholars interested in pursuing academic careers to Blacksburg for two days of workshops and networking. Participants are nominated and selected based on their outstanding scholarship and commitment to inclusive excellence.

The program supports Virginia Tech's goal of increasing the number of faculty members from underrepresented groups. Using a cohort-based approach creates a network of new faculty to provide continued support and encourage transdisciplinary collaboration that will help these new faculty be successful. Fourteen faculty members have been hired through the program to date.

For more information contact Rachel Gabriele at [rachelvg@vt.edu](mailto:rachelvg@vt.edu).