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Peggy Layne: Director of AdvanceVT
Maureen McCusker: GA
Ryan Rideau: GA
Kathy Murphy: Assistant

330 Burruss Hall
Mail Code 0132
Blacksburg, VA 24061

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

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WELCOMES AND RECOGNITIONS

Dr. Aisling Kelliher



Dr. Aisling Kelliher recently joined the Virginia Tech community with her husband, new executive vice president and provost, Dr. Thanassis Rikakis. She is an associate professor of Computer Science at Virginia Tech, with joint appointments in the School of Visual Arts and the Institute for Creativity, Arts, and Technology. Her work is grounded within the fields of human-computer interaction, multimedia, and interaction design, and is motivated by a desire to integrate computational processes into everyday mediated experiences. Kelliher received a Ph.D. in Media Arts and Sciences from the MIT Media Lab. She also holds an MSc. in Multimedia Systems from Trinity College Dublin, and a B.A. in Communications Studies from Dublin City University.

Dr. Karen Roberto

Dr. Karen Roberto was recently named a University Distinguished Professor. Roberto is a faculty member in the Department of Human Development in the College of Liberal Arts and Human Sciences. Dr. Roberto came to Virginia Tech in 1996 as the director for the Center for Gerontology. In 2006, she became the founding director of the Institute for Culture, Society, and the Environment. Dr. Roberto holds a Ph.D. and M.S. in Human Development from Texas Tech University and a B.A. in Psychology from Indiana University of Pennsylvania. Her research addresses vulnerability and resiliency in the daily lives of older individuals, and in particular older women.



Congratulations to Recently Promoted Women Faculty!

On June 3, 2015, the Virginia Tech Board of Visitors approved the promotion of eight female collegiate faculty members to the rank of professor:



Terry Clements, FASLA

Professor, Landscape Architecture Program Chair



Brenda Davy, Ph.D., RD

Professor, Human Nutrition, Foods, & Exercise



Jill Kiecolt, Ph.D.

Professor, Department of Sociology



Peizhen (Kathy) Lu, Ph.D.

Professor, Department of Materials Science and Engineering



Padmavathy Rajagopalan, Ph.D.

Professor, Department of Chemical Engineering



Deborah Tatar, Ph.D.

Professor, Department of Computer Science



Pamela VandeVord, Ph.D.

Professor, Department of Biomedical Engineering and Mechanics



Anne Zajac, DVM, Ph.D.

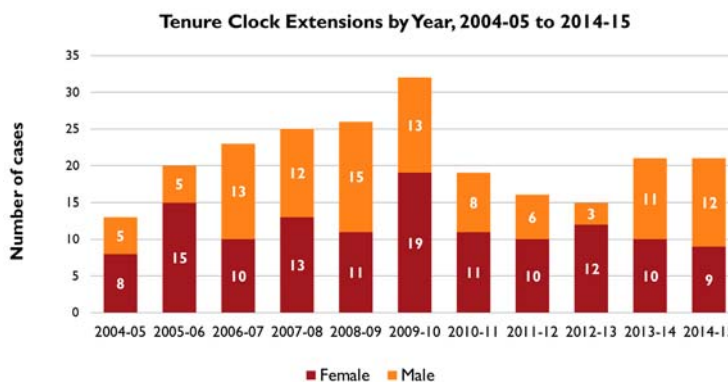
Professor, Department of Biomedical Sciences and Pathology

AdvanceVT Work/Life Initiatives

The Office of the Executive Vice President and Provost oversees the implementation of University policies to assist faculty with the challenges of balancing profession and personal life. Since Virginia Tech received the NSF Advance grant in 2003, a major area of its focus has been on improving these policies. In order to do so, AdvanceVT tracks the utilization of the work/life policies by eligible faculty on an annual basis. A sample of the results of the 2015 assessment are described and depicted below.

Extension of the Tenure Clock

- Beginning in 2006, a one-year probationary period extension for both male and female new parents is automatically granted if requests are made within a year of the birth or adoption of a child.
- An extension of the probationary period for tenure-track faculty may be approved for extenuating personal or professional circumstances.
- As depicted in the figure to the right, a total of 232 tenure clock extensions were granted for 107 female faculty and 98 male faculty between 2004 and 2015.



Part-time Tenure Track

- Adopted in 2007, the part-time tenure-track option offers faculty a 50% appointment with a 10-year probationary period.
- The university hired its first part-time tenure-track faculty member in 2011 with a 50% appointment and a 10-year probationary period, and now has 2 part-time tenure-track faculty.

Child Care Partnership



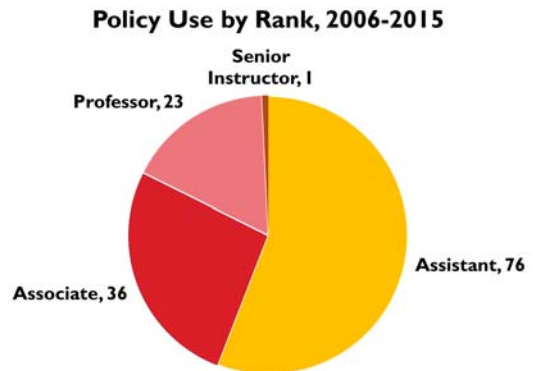
- In order to provide high-quality and affordable child care for its employees, Virginia Tech, VTCRI, and the Virginia Tech foundation partnered with the Rainbow Riders Childcare Center of Blacksburg in 2009 to expand its capacity and reserve 60% of its slots for Virginia Tech employees.
- A total of 80 children have been enrolled at the new and existing facilities through the Virginia Tech agreement as of summer 2015.

For more information:

- [Office of the EVP & Provost website > Faculty Affairs > Faculty Work/life Policies](#)
- [Hokie Wellness website](#)
- [Human Resources website >Dual Career Program](#)

Modified Duties

- Recognizing that faculty members need to balance commitments to family and work, especially under particular personal and family circumstances, in 2006 the University implemented a policy for tenured and tenure-track faculty to apply for modified duties for short periods of time.
- During the first nine years of the modified duties policy (2006-07 through 2014-15), 136 requests for modified duties were granted involving 92 female faculty and 44 male faculty (see table below). Nineteen faculty members utilized the modified duties policy more than once.
- The most common reason for modified duties requests was for childbirth or adoption of a child.



	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15
Child-birth or adoption	4	11	5	8	9	11	9	18	19
Personal health	0	2	1	0	4	2	5	2	5
Other	0	5	0	2	0	3	1	3	7
Total	4	18	6	10	13	16	15	23	31

Dual Career Program

- Virginia Tech is committed to responding to the needs of dual career couples and understands that many prospective candidates for faculty positions have spouses or partners who are also seeking employment.
- Created in 2005, the University’s dual career program aids and supports couples and their families when considering new employment opportunities in and outside of the University.
- A dual career coordinator, Sara Leftwich (right), provides job search assistance.
- Between 2006-2007 and 2014-2015, a total of 609 faculty cases were referred to the dual career assistance program through the Human Resources/Provost Office’s partnership. Approximately 86% of these cases were recruitment-related and 14% were related to the retention of existing faculty.



	05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15
Recruitment Cases	59	44	30	26	37	67	90	74	96	84
Retention Cases	7	21	9	13	4	5	3	17	7	12
Total Cases/Year	66	65	39	39	41	72	93	91	103	96

Save the Date: Advancing Diversity at Virginia Tech 2015

Tuesday, January 12, 2016



The thirteenth annual Advancing Diversity workshop will be held on Tuesday, January 12, 2016. The program will include presentations about current Virginia Tech inclusion and diversity initiatives, relevant research and scholarship conducted at Virginia Tech, and discussions of how to improve inclusion and diversity on campus through teaching and learning, research, and outreach and engagement.

Please register no later than December 18th 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.advance.vt.edu.

How to Prepare for an Academic Career while in Grad School Monday, October 5, 2015

Dr. Karen P. DePauw, Vice President and Dean of Graduate Education, discussed what graduate students should be doing while in graduate school to prepare for a career in academia.

Cognitive Biases Tuesday, November 17, 2015

Monique McKay, the new Graduate Student Ombudsperson will discuss cognitive biases and how different cognitive biases affects our ability to make good and sound decisions.



Leadership Lunch Seminars

Current Research Surrounding Women and Leadership Tuesday, September 19, 2015

Dr. Roseanne J. Foti discussed results of current research surrounding perceptions of women in leadership positions and what we can do to about it.

Women in Computer Science Wednesday, November 4, 2015, 12:00pm-1:30pm

Dr. Barbara Ryder will discuss her career and efforts to increase the participation of women in the field of computer science.

NCFDD Webinars

Virginia Tech is an institutional member of the National Center for Faculty Development and Diversity.

To take advantage of the NCFDD programs, see

[http://www.provost.vt.edu/faculty_affairs/
faculty_development/ncfdd/](http://www.provost.vt.edu/faculty_affairs/faculty_development/ncfdd/)

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

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