



Advancing Diversity at Virginia Tech

Mark G. McNamee, Senior Vice President and Provost



Outline

- Inclusive Excellence at Virginia Tech
- University-wide initiatives
 - Task Force on Race and the Institution
 - AdvanceVT
- Signs of Progress





Inclusive Excellence at Virginia Tech

- Access and Success
 - Diverse student body, employees
- Campus Climate and Intergroup Relations
 - Inclusive organization
- Education and Scholarship
 - Curriculum Transformation
- Institutional Infrastructure
 - Resources, accountability



Task Force on Race & the Institution

- Six areas identified in report
 - Academic programs
 - Administrative infrastructure
 - Alumni and community engagement
 - Faculty and staff
 - Graduate and professional students
 - Undergraduate students



Asst Professor of Psychology, Julie Dunsmore, with summer research interns



Task Force on Race & the Institution

- Funded Implementation Plan
 - Faculty Recruitment Initiatives
 - Staff Diversity Recruitment
 - Pre-College Initiatives
 - Curriculum Transformation
 - Office of Graduate Diversity
 - Diversity Development Institute
 - Alumni and Community Projects



AdvanceVT

- NSF-supported program (\$3.5m) to advance women faculty in science and engineering through **INSTITUTIONAL TRANSFORMATION**
- Major areas of focus:
 - 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



AdvanceVT Work-Life Initiatives

- **Dual Career Assistance Program**
 - Office established fall 2005
 - Guidelines, assistance, bridge funding
- **Stop-the-Clock**
 - Revised 2006
 - Automatic extension for new parents
- **Modified Duties**
 - Adopted 2006
 - One semester flexible assignment
- **Part-time Tenure Track**
 - Adopted 2007



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



Progress on Childcare!

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





Focus on Faculty Mentoring

- Promotion to Professor workshop in June
- Series of faculty mentoring workshops in September
 - Mentoring Networks
- Awarded 10 mentoring micro-grants
- Upcoming workshop on candidate statements



Faculty and Staff Recruitment

- **Cluster hiring** (e.g., Africana Studies)
- **Future Faculty Workshop:** 3-day workshop for advanced doctoral students or postdocs to encourage future pursuit of faculty career, possibly at VT; expenses paid by VT
- **Visiting Scholar Program:** Making connections with early to mid-career faculty through guest lectures & short visits
- **Target of Opportunity Hires:** Exceptional hires identified by departments through searches or special recruitment
- **Staff Recruitment:** Active outreach, recruitment fairs, targeted advertising



Signs of Progress

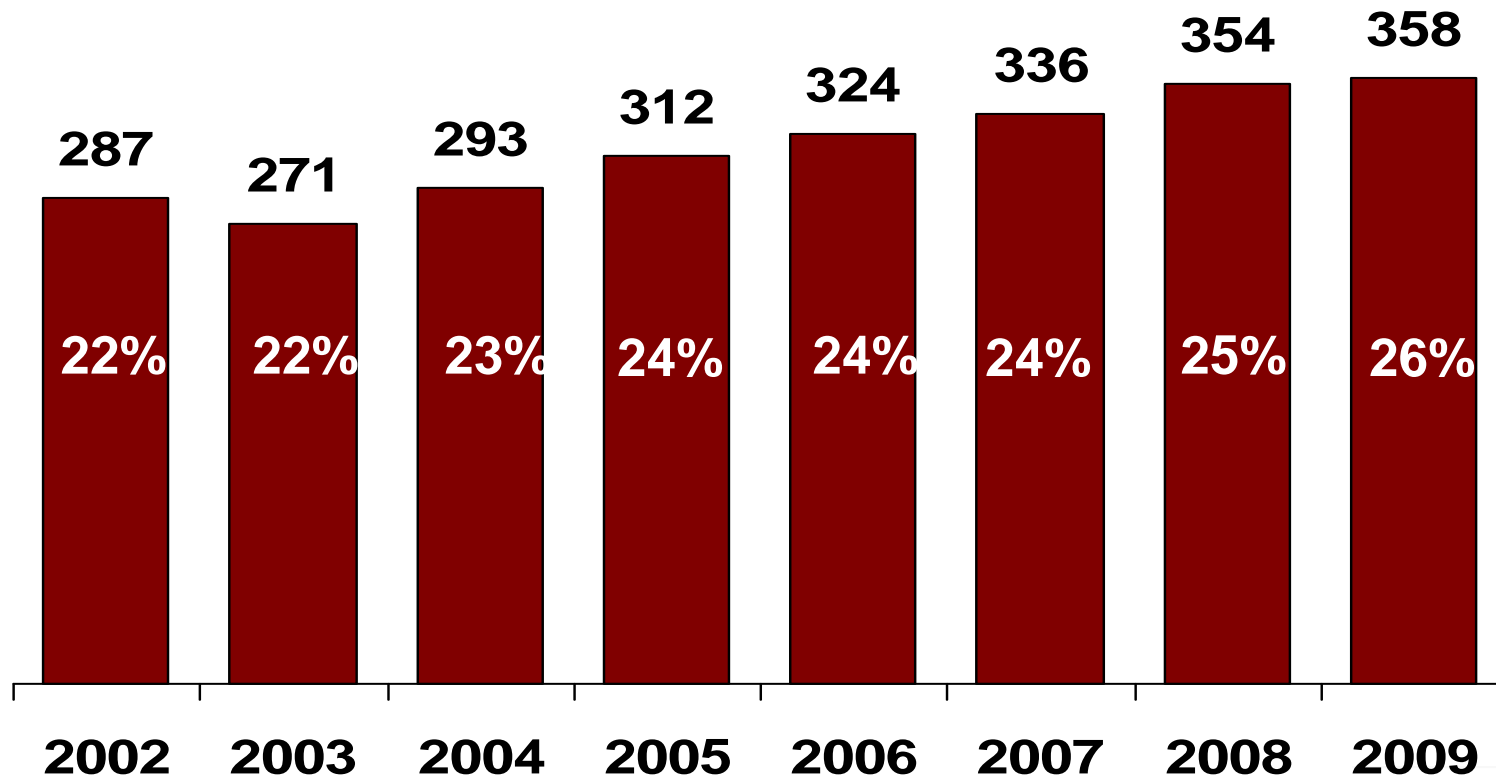
- Increase in number and percent of women faculty in **College of Engineering** from 26 (9.4%) in 2003 to 40 (13%) in 2009
- Increase in number of women faculty in **College of Science** from 29 (15%) to 35 (17%) in 2009
- 9 women promoted to Professor 2009



NSF Career Award Recipients: Leigh McCue, Aerospace Eng; Leyla Nazhandali, Electrical & Comp Eng; and Marie Paretti, Engineering Education



Increasing the Representation of Women Tenured and Tenure-Track Faculty





Increasing the Representation of Women

About 36% of newly hired tenured and tenure-track faculty over the past 10 years are women, with Fall 2004 as the standout. Availability of women among Ph.D.s is 45% (all fields) and 40% in science & engineering disciplines

Women as % of New Tenured & Tenure-track Faculty





Women Department Heads at Virginia Tech, 2009-10



Carolyn Rude, English



Barbara Ryder,
Computer Science



Shannon Jarrott,
Human Development



Susan Hutson, HNF



LuAnn Gaskill, AHRM



Beate Schmittmann,
Physics



Beth Grabau, PPPWS



Mary Leigh Wolfe,
Biological Systems Eng



Audrey Zink-Sharp, Wood
Science & Forest Products



Patty Raun,
Theater & Cinema



Anju Seth,
Management





More Signs of Progress



Daniel Wubah, Vice President and Dean of Undergraduate Education



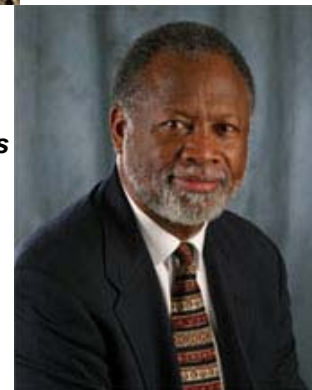
New Hires in Africana Studies: Onwubiko Agozino, Professor and Director, Africana Studies and Wornie Reed, Professor and Director, Center for Race and Social Policy



Recent faculty appointments in Engineering: Luke Achenie, Professor, Chemical Engineering; Jeremiah Abiade, Asst Prof, Materials Sci & Eng and Mechanical Eng; and Joseph Freeman, Asst Prof, Biomedical Engineering



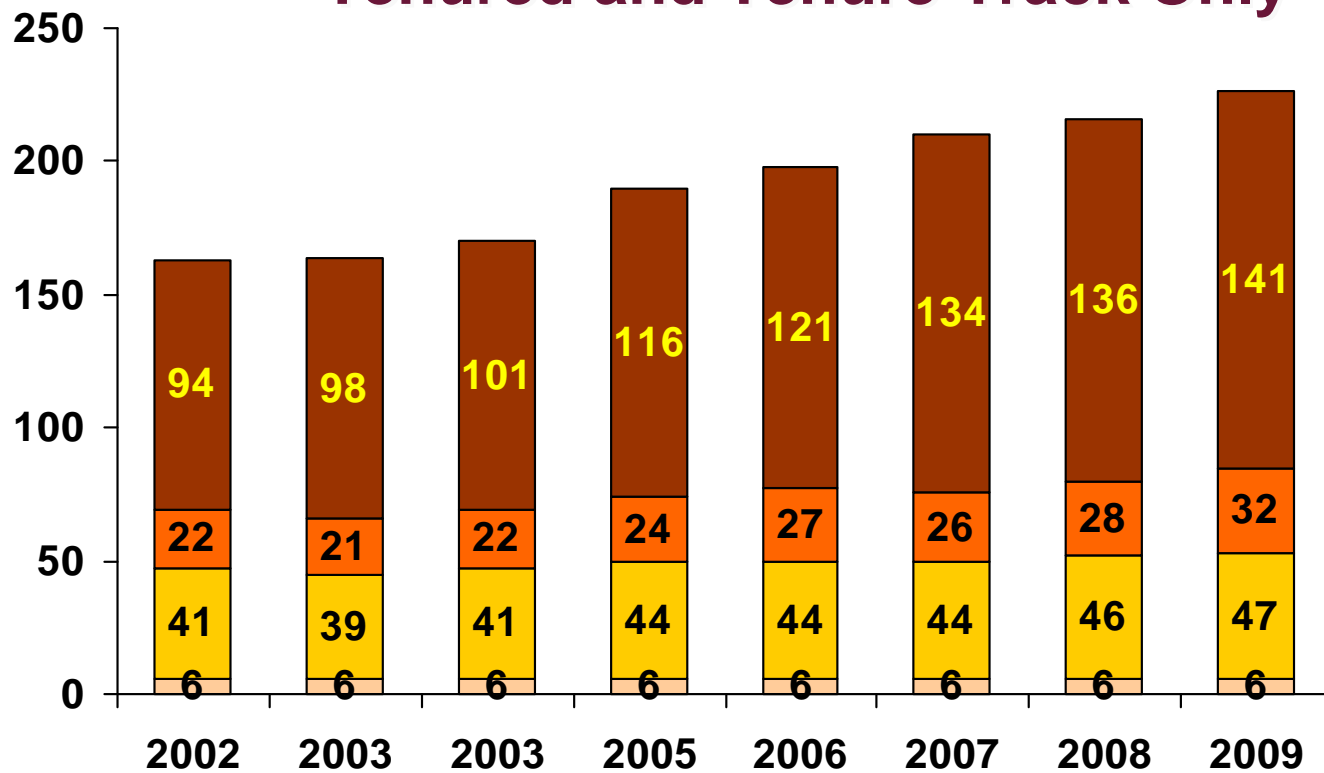
Manuel Pérez-Quñones, Associate Dean in Residence and Director of Graduate Diversity Initiatives





Underrepresented Minority Faculty

Tenured and Tenure-Track Only

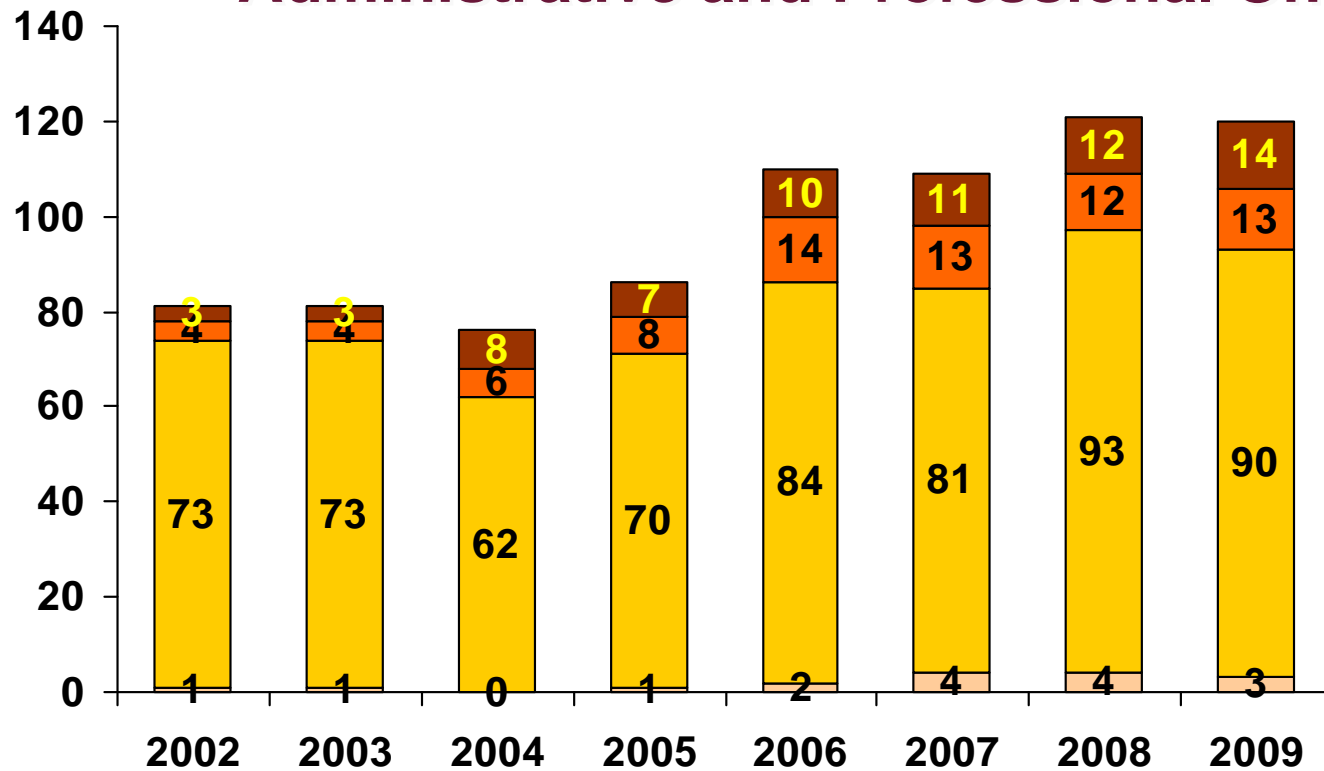


■ American Indian ■ Black ■ Hispanic ■ Asian



Underrepresented Minority Faculty

Administrative and Professional Only



■ American Indian ■ Black ■ Hispanic ■ Asian



Retention for Tenured and Tenure-Track Faculty

Studies of voluntary departures by gender and race:

- Average annual voluntary departure rate for tenured and tenure-track faculty was 2% for 8-year period 1998-99 through 2005-06; range was 1.6% (1998-99) to 3.4% (2003-04)
- Women more likely to leave than men (40% of departures, but only 20.6% of faculty)
- Asians less likely to leave (5.6% of departures and 6.9% of faculty)
- Blacks: 3.9% of departures and 3% of faculty
- American Indians: .9% of departures and .4% of faculty
- Hispanics: .4% of departures and 1.5% of faculty



Climate Studies

- COACHE survey of pre-tenure faculty (2006 and 2009)
- *AdvanceVT* survey of tenured and tenure-track faculty (2005 and 2008)
 - Significant difference by gender on all scales
 - Some significant differences in perceptions by race/ethnicity
- Climate survey for A/P faculty, research faculty, and staff, fall 2009



Fall 2009 Employment Climate Survey

- Distributed to 5,449 AP faculty, research faculty, and staff – not to teaching faculty
- 45% response rate with 2,473 respondents
- Approximately 80 questions with a 1 to 4 rating scale and two free form questions
- Plan to conduct survey every other year and include all salaried employees, including teaching faculty, next time
- More info this afternoon from Hal!



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