

Increasing the representation and advancement of women in academic science and engineering careers

AdvanceVT
236 Burruss Hall
Mail Code 0180
Blacksburg VA
24061

Phone:
(540) 231-7682

Fax:
(540) 231-1991

E-mail:
AdvanceVT@vt.edu

www.advance.vt.edu

AdvanceVT is funded by a grant from the National Science Foundation

Upcoming Event: Advancing Women at Virginia Tech

January 10, 2005

Donaldson Brown Hotel and Conference Center

AdvanceVT's second annual workshop will feature keynote speakers Dr. Virginia Valian and Dr. Denice Denton, in addition to breakout sessions on leadership skills, successful faculty searches, and negotiating.



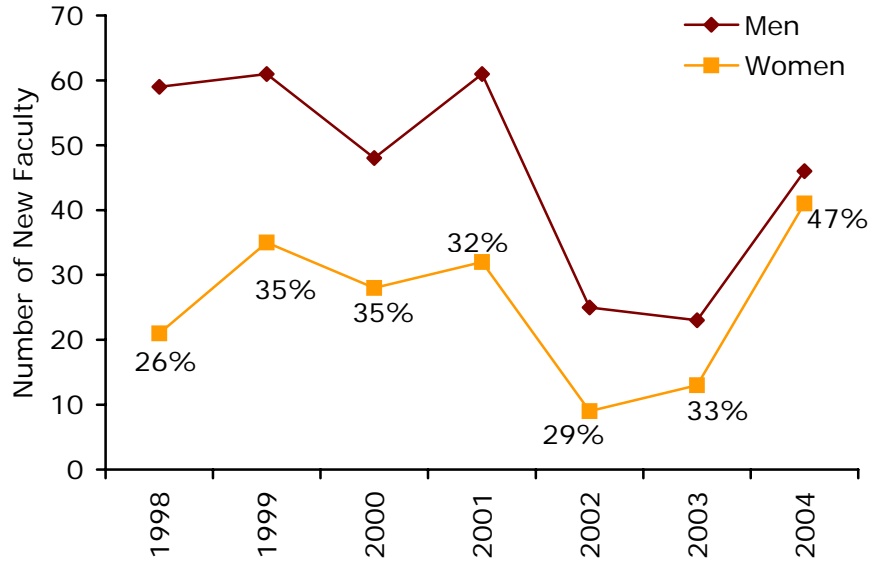
Virginia Valian, Distinguished Professor of Psychology and Linguistics at Hunter College and the Graduate Center of the City University of New York (CUNY), is a cognitive scientist whose research ranges from first and second language acquisition to gender differences and gender equity. In her landmark book, *Why So Slow? The Advancement of Women* (MIT Press, 1998; paperback, 1999) Dr Valian asks why so few women are at the top of their profession, whether the profession be science, law, medicine, college teaching, industry, or business. To provide an answer, Dr. Valian integrates research from psychology, sociology, economics, and biology. Her claim is that men and women alike have implicit hypotheses about gender differences - gender schemas - that create small sex differences in behaviors, perceptions, and evaluations of men and women. Those small imbalances accumulate over a lifetime to advantage men and disadvantage women.



Denice Denton, Dean of Engineering and Professor in the Department of Electrical Engineering at the University of Washington, was the first female dean of engineering at a major U.S. research institution, and the youngest dean at the University of Washington at the time of her appointment. Dr. Denton works extensively on engineering education reform, serving on several committees of the National Academies. She currently directs the University of Washington's NSF ADVANCE program and works actively to encourage women and underrepresented minorities to consider careers in Science and Engineering. Dr. Denton received the Presidential Award for Excellence in Science, Math, and Engineering Mentoring earlier this year.

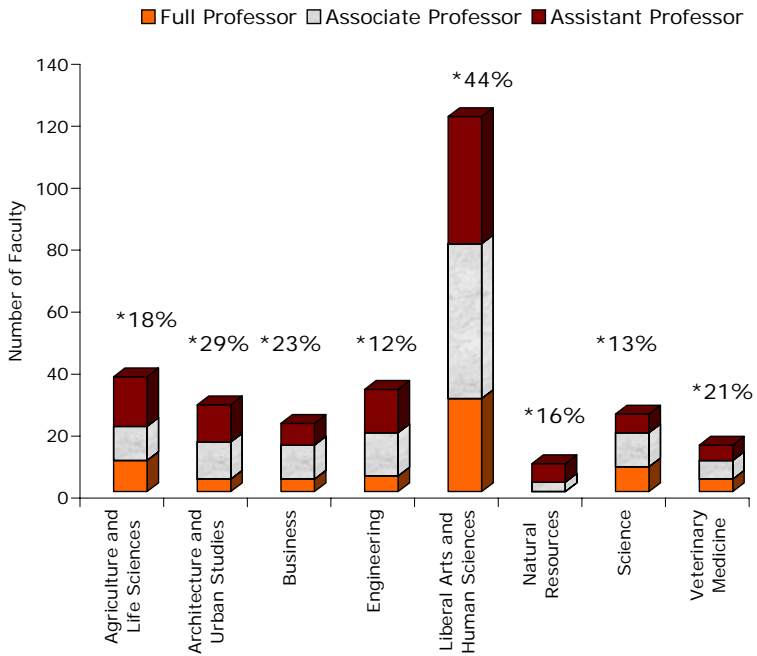
More information and registration available soon at www.advance.vt.edu.

New Full-Time, Tenure Track Faculty by Gender



In 2004, 47% of new tenure track faculty hires were women.

Women Professors at Virginia Tech Fall 2004



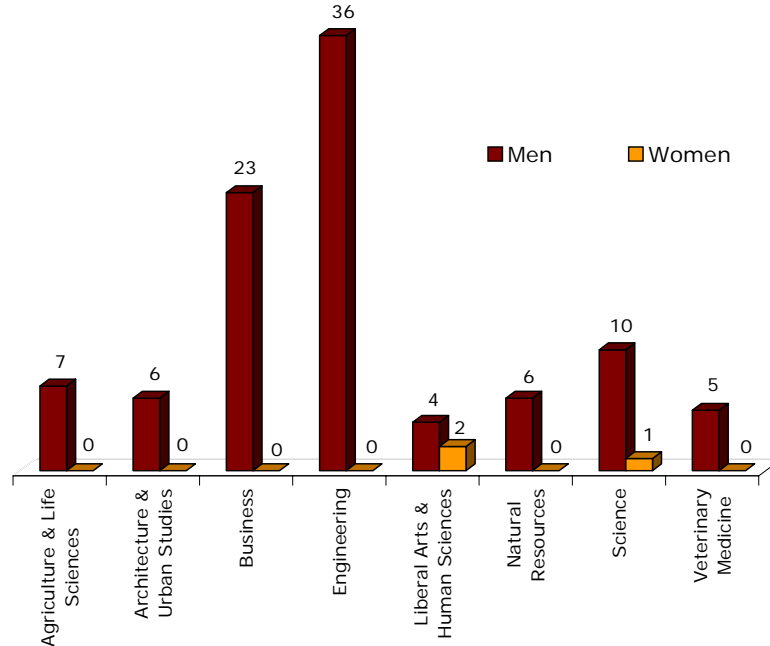
Currently, women make up 22.9% of all tenure track faculty.

*Total percentage of women in tenure track positions within college

**University Level
Professorships
June 2004**

Women are 3 of 9 Alumni Distinguished Professors, which recognize extraordinary teaching and university service, and 1 of 13 University Distinguished Professors, which recognize extraordinary research and scholarship.

College and Department Endowed Professorships & Chairs, June 2004



**University Level
Administrators
June 2004**

	# Women/ Total #
President, Provost, Exec VP & CBO	0/3
Vice Pres. & Vice Provosts	2/11
Univ. Center Directors	3/20

**College Level Administrators and Department Heads
June 2004**

	Academic Deans		Associate/ Assistant Deans		Department Heads	
	Men	Women	Men	Women	Men	Women
Agriculture	0	1	5	0	11	1
Architecture	1	0	2	0	6	1
Business	1	0	2	1	6	0
Engineering	1	0	2	2	11	0
Liberal Arts & Human Sciences	1	0	2	2	10	6
Natural Resources	1	0	3	0	4	0
Science	1	0	2	2	8	0
Veterinary Medicine	1	0	2	0	2	1
Total	7	1	20	7	58	9
Percent Women		12.5%		25.9%		13.4%



Ask Gail

Virginia Tech's Advance proposal describes the experiences of "Gail", a fictitious female junior faculty member in engineering, and how her relationships with her male peers change as a result of Advance program activities.

"Gail" has taken on a life of her own as a metaphor for the Advance program. The *AdvanceVT* Team offers its collective wisdom about being a woman in science and engineering to anyone who would like to send a question to AskGail@vt.edu.

Comments and observations are also welcome. Please be sure to indicate if the response should be confidential, otherwise questions and responses are posted at www.advance.vt.edu

NEW *AdvanceVT* Leadership Development Program

Leadership in academe can take many forms, from chairing a committee at the department, college, or university level to leading a research group or center to serving as department head, dean, or other formal administrative position. *AdvanceVT* is developing a new leadership program to assess and strengthen the leadership skills of women faculty at Virginia Tech. The first cohort of women for this program will be selected over the next few months. They will participate in shaping the program to help them meet their career goals and in designing workshops for developing leadership skills of women at Virginia Tech. Details and deadlines will soon be available at www.advance.vt.edu.

AdvanceVT Faculty Development and Support Opportunities

The overall goal of the National Science Foundation's ADVANCE program is to get more women involved in the scientific and engineering workforce by increasing the representation of women in academic science and engineering careers at all levels, particularly in leadership roles. Virginia Tech's five-year ADVANCE institutional transformation grant provides funding for activities that contribute to the increased participation and advancement of women in science and engineering.

The following opportunities are available for 2005-06:

Funding Opportunity

Deadline

***AdvanceVT* Doctoral Fellowships**

Jan 28, 2005

Two one-year doctoral fellowships (GRA stipend and tuition waiver) for students in the final year(s) of their Ph.D. studies; one in a science, one in engineering. Nominees should reflect or support the goals of *AdvanceVT* and intend to pursue a faculty career.

***AdvanceVT* Post-Doctoral Fellowships**

Jan 28, 2005

Two one-year post-doctoral fellowships in the Colleges of Science and Engineering. Nominations by proposed faculty mentors should reflect or support the goals of *AdvanceVT*.

***AdvanceVT* Research Development Grants**

Jan 28, 2005

Seed grants to junior faculty members in the Colleges of Science and Engineering to assist them in preparing and submitting a proposal for external research funding.

Detailed descriptions and application information can be found at www.advance.vt.edu.

