

UPCOMING EVENTS

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Leadership Lunch

Dr. Patricia Dove, C.P. Miles Professor, Geosciences

April 17, 2013 at
12:00 p.m., The Inn

AdvanceVT Leadership Lunches bring together women faculty from across the university to meet and talk informally with leaders at Virginia Tech.



Graduate Student Lunch Seminar: Work Life/Life Balance

Christine Smith, Co-Director, Women's Center and
Cynthia Rutherford, Director, Employee Wellness

April 25, 2013
12:00 p.m. -1:30 p.m., Graduate Life Center (GLC)



It is often hard to balance an academic career and a fulfilling personal life. This workshop will discuss ways to cultivate a healthier work/life balance.

Welcome Reception for Women Colleagues

Date and Location TBA

AdvanceVT, the Women's Center, the Graduate School, and the Women and Gender Studies Program will host a welcome reception for women colleagues at the beginning of fall 2013. Please look for details in August.

Advancing Diversity Workshop

January 14, 2014

The eleventh annual Advancing Diversity workshop will be held at the Inn at Virginia Tech and Skelton Conference Center. Topics discussed include unconscious bias, faculty mentoring, leadership competencies, and creating a climate of success for all students and faculty. All members of the Virginia Tech community interested in issues of academic diversity and excellence are invited to attend. More details will be announced on the AdvanceVT website.

TRANSFORMATIONS

ADVANCING DIVERSITY 2013 ANNUAL WORKSHOP EVALUATION RESULTS

The tenth annual “Advancing Diversity at Virginia Tech” workshop was held at the Inn at Virginia Tech and Skelton Conference Center on January 15, 2013. The keynote address given by University of Kansas Chancellor Bernadette Gray-Little highlighted the role that access to success plays in creating a truly diverse university. The afternoon sessions addressed LGBTQ issues on campus, Appalachian culture, dealing with different abilities, diversity in the curriculum, and challenges and strategies for mid-career women faculty. Participants were also invited to display posters describing diversity activities on campus. In this section we provide some results gathered from the workshop’s evaluation and the individual tabletop discussion questionnaire.

Workshop Attendees

Approximately 280 members of the Virginia Tech community attended the 2013 “Advancing Diversity at Virginia Tech” workshop. [Please note that this number does not include those individuals who participated in Virginia Tech’s Future Faculty event.] Of the 280 people who participated, 132 completed evaluation forms (26 hard copy forms and 106 online evaluations) for a response rate of 47.1%. 121 of the 132 respondents (91.7%) indicated their relationship with the university. The breakdown of respondents by primary affiliation is presented in the chart on the right.

Primary Affiliation	% of Respondents	# of Respondents
A/P faculty	42%	51
Staff	19%	23
Tenured or tenure-track faculty	17%	20
Instructor	3%	4
Department head	4%	5
Senior administrator	2%	3
Other	3%	4
Library personnel	1%	1
Research faculty	6%	7
Student	2%	3

Workshop Ratings

Respondents were asked to rate the value (from 1 = not valuable to 5 = extremely valuable) of specific activities held during the workshop. Mean scores for each activity are as follows:

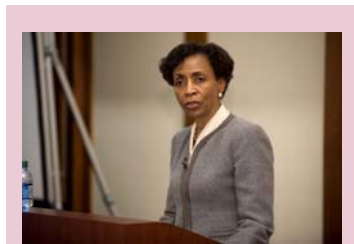
<u>Morning Activities</u>	<u>Average Response</u>
Keynote: Chancellor Bernadette Gray-Little	3.36
Interactive Discussion: Looking Ahead /Looking Back 10 Years of Advancing Diversity at VT	3.81
<u>Afternoon Activities</u>	<u>Average Response</u>
Breakout: Dealing with Different Abilities	4.67
Breakout: LGBT Issues, Concerns, and Initiative on Campus	4.21
Breakout: Appreciating Appalachian Culture	3.72
Breakout: Diversity in the Classroom	4.22
Breakout: Challenges and Strategies for Mid-Career Women Faculty	3.70
Overall Workshop Average	3.96



TABLETOP DISCUSSION REPORT

During the morning portion of the conference, Peggy Layne, Director of AdvanceVT and Faculty Projects, presented “Looking Ahead/Looking Back: 10 Years of Advancing Women at Virginia Tech.” The presentation reviewed progress in recruiting, retaining, and advancing women faculty and some of the challenges that remain. Once the presentation was over, participants (N=175) were asked to rank the issues related to recruiting and retaining excellent and diverse faculty at Virginia Tech from most important (1) to least important (10) (*Please note that participants were able to write-in two additional issues, which are not included in results below*). Overall, the three top issues of importance for participants were 1) Department climate, 2) Work/life balance, and 3) Mentoring for early career. Issues of less concern included: Recognition, awards, and honorifics; Dual career issues; and Child care. Below are the rankings for all 8 items:

- 1—Department climate
- 2—Work/life balance
- 3— Mentoring for early career
- 4— Dual career
- 5— Leadership development
- 6— Child care
- 7— Mentoring for mid-career
- 8— Recognition, awards, and honorifics



Keynote Speaker: Dr. Bernadette Gray Little



Participants engaged in discussion.

Individual Rankings

Answer	1	2	3	4	5	6	7	8	175
1 Work/life balance	57	34	29	24	14	9	5	3	175
2 Dual career issues	11	24	26	22	18	17	29	28	175
3 Child care	3	16	23	32	31	24	24	22	175
4 Mentoring for early career	20	35	34	29	28	16	6	7	175
5 Mentoring for mid-career	2	8	15	28	28	40	41	13	175
6 Leadership development	18	15	24	16	20	25	40	17	175
7 Department climate	64	40	21	17	14	12	2	5	175
8 Recognition, awards, and honorifics	0	3	3	7	22	32	28	80	175
Total	175	175	175	175	175	175	175	175	-

Actions to Address Issues

During the tabletop discussion, attendees made recommendations to address these issues. Below are some of the institutional actions and individual actions that attendees suggested be taken to address the top 5 issues:

	University actions to address issue	Individual actions to address issue
Department Climate	Issue	
	Improve diversity	Be pro-active in addressing diverse populations
	Provide leadership/professional development	Model inclusive behavior
Work/Life Balance	Begin to focus on AP faculty and staff (e.g. surveys)	Put issues on agenda so departments can share
	Promote existing services (also within departments)	Take the initiative to educate yourself
Mentoring for Early Career	Assess mentoring funding program	Seek out mentoring on individual basis and formal program
	Provide training opportunities	Supervisors serving as an available mentor or assigning one
Dual Career	Continue/ expand existing support	Seek out program
	Understand issues of non-tenure track faculty	Best practices- implementation
Leadership Development	Recognition for those that are mentors/incentives	See oneself as a leader
	Expand leadership development training programs	Take advantage of opportunities available

VIRGINIA TECH'S 4TH ANNUAL FUTURE FACULTY PROGRAM

The 2013 Future Faculty Development program was held January 14-17 at Virginia Tech's Blacksburg campus. The program provides participants with the opportunity to hear presentations and have candid discussions with department heads, deans, and current faculty members about faculty life and the range of responsibilities of faculty in learning, discovery, and engagement.



For the 2013 event, 15 doctoral students and postdoctoral scholars from across the country were invited to Blacksburg to learn more about Virginia Tech and preparing for faculty positions. In addition to these participants from external institutions, two Virginia Tech doctoral students were invited to participate. Many of this year's participants were selected from a group of students and scholars nominated by faculty members and departments at Virginia Tech, and comprised a diverse group in terms of gender, race, geographic region, and field of study. The following universities were represented by 2013 Future Faculty participants: Columbia University; Duke University; Florida International University; Indiana University; Massachusetts Institute of Technology; North Carolina State University; Purdue University; University of Amsterdam; University of Colorado at Boulder; and University of Kentucky.

During their stay at Virginia Tech, participants were matched with host departments to enable participants to tour research facilities, meet with current faculty to gain a greater awareness of research and teaching opportunities, and discuss their career prospects and academic work. Future Faculty participants also had the opportunity to interact with Virginia Tech deans, administrators, and faculty members in sessions such as "Getting Off to a Good Start in a Faculty Career" and "The Academic Job Search."

AdvanceVT assists Virginia Tech in preparing, recruiting, and retaining high quality and diverse faculty. To accomplish this mission, programs are designed to facilitate success in scholarship, teaching, engagement, and administration for a wide range of audiences.

Elements of *AdvanceVT* include:

Recruitment and Retention

Networking and Mentoring

Building a Supportive Community

Preparing the Future Professoriate

AdvanceVT publishes university statistics annually and newsletters bimonthly. To view previous newsletters and university statistics or to obtain information on programs and events, please visit

www.advance.vt.edu

2014 Future Faculty Program Information

Deadline for nominations from Virginia Tech host departments: September 13, 2013

Deadline for applications from individuals: October 4, 2013

There is no cost to participants and travel funding is available.

For more information: www.provost.vt.edu

Future Faculty Selection Criteria

- Be a graduate student or post-doctoral scholar within one or two years of seeking a faculty position at a research intensive institution,
- Demonstrate career goals, research interests, and academic potential that align with Virginia Tech's mission and programs, and
- Able to meaningfully contribute to the university's continuing commitment to diversity and inclusive excellence.