

TRANSFORMATIONS

DECEMBER 2008

WINTER & SPRING 2009 EVENTS

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Monday, January 12, 2009
 The sixth annual *Advancing Diversity at Virginia Tech* workshop will be held at the Inn at Virginia Tech and Skelton Conference Center. All members of the university interested in issues of academic diversity are invited to attend. Please see p. 2 & 3 of the newsletter for more information on the speakers and agenda.

Friday, January 23, 2009
 Alice Eagly, Professor, Social Psychology, Northwestern

University, will be presenting on *Women as Leaders: Negotiating the Labyrinth*. Faculty, staff and students are invited to attend.

Thursday, February 19, 2009
 A Leadership Lunch with Associate Deans Jennifer Hodgson, Glenda Scales, Nancy Ross, and Debra Stoudt, will be held at the Inn at Virginia Tech. The speakers will hold an informal discussion with attendees on issues of leadership, career trajectory,

and personal experiences with leadership roles. Faculty and administrators are invited to attend.

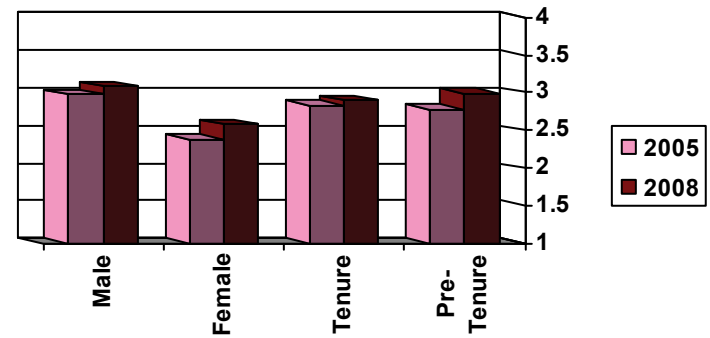
Monday, March 2, 2009
 Geraldine Richmond, Richard M. and Patricia H. Noyes Professor of Chemistry, University of Oregon, will speak on *Women as Leaders in the Scientific Enterprise*. All are invited to attend.

RSVP for all events at www.advance.vt.edu

2008 FACULTY WORK-LIFE SURVEY: PRELIMINARY RESULTS

The 2008 *AdvanceVT* Faculty Work-Life survey was sent to all full-time instructional faculty in mid-September. There were a total of 793 responses to the survey, a 55 % response rate. For the *Advancing Diversity* workshop in January 2009, the initial analysis of the survey responses focused on a comparison with the 2005 faculty survey. A subset of questions assessed perceptions of equity and fair treatment regardless of race, gender, sexual orientation and disability. The male, female and pre-tenure faculty responses indicate that the climate for diversity has improved over the past three years.

Climate for Diversity: by year, gender and tenure status



TRANSFORMATIONS

2009 6TH ANNUAL ADVANCING DIVERSITY AT VIRGINIA TECH WORKSHOP: AGENDA

INN AT VIRGINIA TECH AND SKELTON CONFERENCE CENTER
JANUARY 12, 2009
AGENDA

8:30 am **Registration and Continental Breakfast**

9:00 am **Welcome and Introductions**

Mark McNamee, Senior Vice-President and Provost, Virginia Tech
Kevin McDonald, Vice-President for Equity and Inclusion, Virginia Tech

9:45 am **AdvanceVT Faculty Work-Life Survey Findings**

Elizabeth Creamer, *AdvanceVT* Assessment Director

10:45 am **Break**

11:00 am **Keynote: Building Capacity for Inclusive Excellence**

Alma Clayton-Pedersen, Vice-President for Education and Institutional Renewal, Association of American Colleges and Universities

12:00 pm **Lunch**

1:00 pm **Keynote: An Introduction to Bias Literacy**

Daryl Chubin, Director, AAAS Center for Advancing Science and Engineering Capacity
Ruta Sevo, former NSF Program Director

2:00 pm **Break**

2:15 pm **Workshops**

- *Bias Literacy: Part Two*
- *Curriculum Transformation Panel*
- *Faculty Mentoring: Perspectives of Mentors and Mentees*
- *Building Capacity for Inclusive Excellence: Discussion*
- *Staff Perspectives on Diversity: Walking our Words*

3:45 pm **Networking Reception and Poster Presentations**

4:30 pm **Adjourn**



Provost Mark McNamee at the 5th annual workshop

2009 6TH ANNUAL *ADVANCING DIVERSITY AT VIRGINIA TECH* WORKSHOP: SPEAKERS

This year's agenda for the 6th annual *Advancing Diversity at Virginia Tech* workshop boasts many nationally renowned speakers. Topics covered by this year's keynotes will include issues of women and minorities in science and engineering, diversity in academe, and research on core concepts in discrimination.



Keynote Speaker: **Alma R. Clayton-Pedersen**

National leader on issues of institutional change, particularly sustainability, diversity and excellence, and collaborative leadership. Consulting expertise on diversity, success of underrepresented students, policy, organizational learning, and program development and evaluation. Director of AAC&U's Network for Academic Renewal, Greater Expectations Institute, and several projects linking academic excellence and diversity. Fifteen years campus-based experience, including directing a significant number of studies on student engagement and campus services.

Keynote Speaker: **Daryl E. Chubin**

Daryl Chubin is the founding Director of the Center for Advancing Science & Engineering Capacity, at the American Association for the Advancement of Science (AAAS). Former posts include Senior Policy Officer for the National Science Board at the National Science Foundation (NSF); Division Director for Research, Evaluation and Communication in NSF's Directorate for Education and Human Resources and Assistant Director for Social and Behavioral Sciences (and Education) at the White House Office of Science and Technology Policy.



Keynote Speaker: **Ruta Sevo**

Ruta Sevo has special expertise in information, research, and policy related to the participation of women in science and engineering. She was a Program Director for Research on Gender in Science and Engineering at the National Science Foundation from 1998 through 2005. She managed the funding and oversight of about 100 research and education grants at and delivered many presentations and analyses at the national policy level on science and engineering human capital and resource development. Prior to that, she was an executive level information technology manager and specialist for over 18 years, covering technology assessment, systems planning, applications development, and customer support in the complex application environments of federal agencies.

*To register for this year's workshop,
please visit www.advance.vt.edu*

HIGHLIGHTING WOMEN FACULTY AT VIRGINIA TECH

AdvanceVT congratulates the following women on their 2008 achievements!



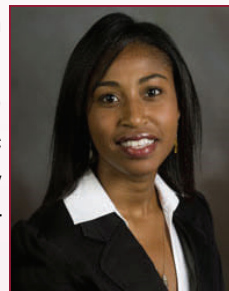
Dr. Jennifer L. Hodgson, an associate professor of microbiology in the Department of Biomedical Sciences and Pathobiology, was named the associate dean for professional programs in the Virginia-Maryland Regional College of Veterinary Medicine. In her new role, Hodgson will oversee the curriculum and administration of the DVM program in the college. She will also continue her teaching responsibilities in veterinary microbiology.



Marie C. Paretti, assistant professor in the Department of Engineering Education at Virginia Tech, earned a \$405,308 National Science Foundation (NSF) Faculty Early Career Development (CAREER) award for her research regarding the experience of engineering capstone design courses both for students and faculty.



Innovative work on a new type of heart stent sensor earned Nakhiah Goulbourne, assistant professor of mechanical engineering at Virginia Tech, a National Science Foundation Faculty Early Career Development (CAREER) award. The focus of Goulbourne's research is the development of specific models and experiments to describe what happens to a human artery equipped with a stent that has a unique type of in situ polymer strain-sensing device.



Jill C. Sible, associate professor of biological sciences, was named associate dean for curriculum, instruction, and advising for the College of Science at Virginia Tech. Sible came to the university in 1998 as an assistant professor with a research focus in cellular biology. While at the university, Sible has secured more than \$2.4 million in research and education grants.



Leyla Nazhandali, an assistant professor in the Bradley Department of Electrical and Computer Engineering in Virginia Tech's College of Engineering, was the recipient of a 2008 National Science Foundation Faculty Early Career Development (CAREER) award. Nazhandali received the award for her proposed work entitled, "Overcoming Power Challenges in Embedded System Design with Subthreshold-Voltage Technology."



AdvanceVT is a comprehensive program to promote and enhance the careers of women in academic science and engineering at Virginia Tech through institutional transformation. Elements of AdvanceVT include:

Pipeline: Advancing Women into Faculty Careers

Recruitment: Increasing the Representation of Women

Leadership: Empowering Women as Leaders and Scholars

Institutional Change: Updating Policies and Changing Culture

Go to www.advance.vt.edu to learn more about the initiative.