

Introduction

AdvanceVT began in 2003 as a comprehensive program to promote and enhance the careers of women in academic science and engineering at Virginia Tech through institutional transformation. Programs target graduate students preparing for faculty careers, new faculty just starting out, senior faculty preparing for leadership roles, search committees, department heads, and senior administrators. Grant funding expired in August 2010. High impact initiatives continue with support from university partners, and have been expanded to include faculty in all disciplines.

Partnerships

Office of the Senior Vice-President and Provost

- ❖ Administrative support
 - Project Director
 - Office space
 - Dual-career coordinator
- ❖ Funding
 - Modified duties
 - Programming



Office for Diversity and Inclusion

- ❖ Co-sponsorships
 - Visiting Scholars Program
 - Annual Advancing Diversity Conference

Graduate School

- ❖ Graduate Assistant
- ❖ Co-sponsorships
 - Welcome reception
 - Graduate student seminars

Women's Center

- ❖ Co-sponsorships
 - Welcome reception
 - Leadership lunches



College of Science

- ❖ College liaison

College of Engineering

- ❖ College Liaison

Women and Gender Studies Program

- ❖ Co-sponsorship
 - Welcome reception

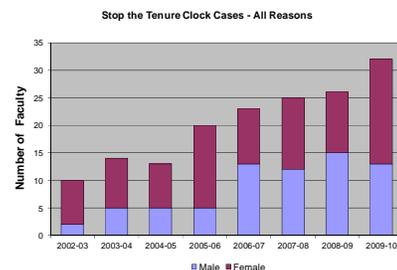
University Policies

- ❖ **Dual Career Assistance**
 - Office established fall 2005
 - Half-time coordinator
- ❖ **Stop-the-Tenure-Clock**
 - Existing policy revised 2006
 - 1 year automatic extension for new parents
 - Language adopted for external letters
- ❖ **Modified Duties**
 - Adopted 2006
 - Central funding for one semester/faculty member
- ❖ **Part-time Tenure Track**
 - Adopted 2007
- ❖ **Expansion of Child Care**

"The new work-life policies at VT, such as modified duties, have been hugely instrumental in our getting our top candidates in recent years."
- Faculty survey respondent



Flexibility and work-life balance are not just issues for women or for pre-tenure faculty; men and senior faculty need them too. Both men and women are taking advantage of work-life policies in increasing numbers.



"[The stop-the-clock policy] was one of the reasons I chose VT because eventually I would like to start a family and knowing that I had the flexibility to do that made me feel that work-life was actually valued here."

- recent faculty hire

Ongoing Programs

Preparing the Future Professoriate

- ❖ Graduate student seminars on succeeding in a faculty career (2-3/semester)
 - The academic job search
 - Negotiating a job offer
 - Life at teaching vs. research institutions
 - Transition from student to teacher
 - Writing for publication
 - Preparing grant proposals

"Being exposed to such confident, accomplished women is really important for striving students who don't have such figures filling tenure-track positions in their own departments."

- seminar participant

Recruitment and Retention

- ❖ Brochure on Unrecognized Bias
- ❖ Search committee assistance
- ❖ College Liaisons (COS, COE)
- ❖ Visiting scholars program
 - 26 hosted to date, 4 hired



Networking and Mentoring

- ❖ Annual welcome reception for women colleagues
- ❖ Faculty leadership lunches (2-3/semester)
- ❖ Distinguished lectures (1-2/year)
- ❖ Mentoring micro-grants (10/year)
- ❖ Promotion to Professor panel
- ❖ Candidate statement workshops



Building a Supportive Community

- ❖ New department head orientation (annual)
- ❖ Department Climate Compendium
 - Available at www.advance.vt.edu
- ❖ Advancing Diversity Conference (annual)
 - Joint sponsorship with Diversity and Inclusion



Publicity

Newsletters

Periodic newsletters produced in hard copy and posted on the web highlight upcoming events, research findings on the impact of program activities, and NSF indicator statistics on women faculty.



Websites

In addition to maintaining a program website with information on upcoming activities and resource materials, Virginia Tech maintains the ADVANCE Portal website, an index of links to material stored on all ADVANCE grantee web sites.



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