

AdvanceVT Annual Workshop
Summary Report
2004-2010

Overview

Since 2004, *AdvanceVT* has hosted an annual workshop geared toward advancing diversity at Virginia Tech. Throughout the evolution of this initiative, feedback from the workshops has been overwhelmingly positive and the annual workshop has become a signature event for *AdvanceVT*. The speakers and breakout sessions inform participants about research and programs related to broadening participation in academic careers, provide examples of successful approaches to institutional change, and both energize and challenge attendees to examine their own biases and consider new ways to engage in diversity work.

“I’m committed to diversity at Virginia Tech and attending such meetings helps to stay focused on our goals and not take our past and even present successes for granted. We can do better.” – 2010 workshop participant

The first annual workshop in 2004 focused on issues related to women in academic science and engineering careers and was held at the Hotel Roanoke in Roanoke, VA. This event was organized soon after Virginia Tech received an NSF ADVANCE Institutional Transformation grant in September 2003, and served as an opportunity to educate the university community about the ADVANCE initiative and to begin discussing opportunities for change at Virginia Tech. In response to feedback from the 2004 workshop that indicated many participants would prefer events to be held in Blacksburg, the 2005 workshop was held on campus at the Donaldson Brown Hotel and Conference Center under the title of “Advancing Women at Virginia Tech.” In 2006, the annual workshop was moved to the new Inn at Virginia Tech and Skelton Conference Center, and the 2007 – 2010 workshops were also held at this facility. After the first few years of the *AdvanceVT* initiative, the focus of the annual workshops was expanded to address other underrepresented groups in academe in addition to women. By 2009, registration for the annual workshop had grown to approximately 300 participants.

Since 2008, *AdvanceVT* has co-hosted the annual workshops with Virginia Tech’s Office for Diversity and Inclusion (formerly the Office for Multi-Cultural Affairs, then Office for Equity and Inclusion). In response to the university community’s desire to broaden the focus of the annual workshops to address the advancement of all underrepresented groups in academe, the title of the annual workshop was changed to the more inclusive “Advancing Diversity at Virginia Tech”. Topics discussed at multiple workshops include faculty recruitment, inclusive excellence, mentoring, and department climate issues. The workshops also include status reports from the provost, who is the principal investigator on Virginia Tech’s ADVANCE grant, and the Vice-President for Diversity and Inclusion. Workshop participants have consistently rated the external speakers invited to present at the annual workshops very highly and commented that they appreciate the opportunity to learn from the successes of other universities and organizations.

“Thank you for continuing to highlight these important topics and make them more accessible on campus. Even more is necessary... but you're doing a great job and making inroads.” – 2009 workshop participant

Keynote speakers and their topics are summarized in Appendix A, breakout session topics are listed in Appendix B, and complete agendas from each of the annual workshops are included in Appendix C.

Participants

Early *AdvanceVT* annual workshops primarily targeted instructional faculty. Programming and participation have gradually broadened to include all members of the university community, including administrators, research faculty, and staff, with no charge to participants. In all years except one, the program has been held the week before classes start in January to minimize conflicts with other events. Approximately 730 members of the Virginia Tech community have attended at least one annual workshop, with many of these individuals attending multiple workshops. A breakdown of participants by primary affiliation is as follows:

Affiliation	Number of Attendees	% of Total Attendees
Administration	284	38.85%
Instructional Faculty	250	34.20%
Department Heads	47	6.43%
Research Faculty	38	5.20%
Staff	33	4.51%
Deans	28	3.83%
Library	26	3.56%
Students	25	3.42%

While the number of administrative and professional faculty attendees has increased over the past few years, the vast majority of attendees who have attended four or more annual workshops are instructional faculty, department heads, and senior administrators such as deans, provosts, and vice presidents. An ongoing challenge for the organizers is to provide content that is informative and motivating for repeat participants while also reaching out to and engaging new participants.

Workshop Evaluation

Each year, workshop participants are invited to complete a brief evaluation survey, either on paper or online, rating each speaker and breakout session and answering a few open ended questions, such as:

- Did you learn anything at this workshop that surprised you? If so, what?
- What will you do differently as a result of your participation in this workshop?
- What was the highlight of the workshop for you?
- What could be improved in future workshops?
- What should be the highest priority for *AdvanceVT*?
- What future events would you like to see?

The survey responses are compiled and used to plan future events.

Annual Workshop Summaries

2004

- *AdvanceVT* had greater than expected participation in its inaugural “*AdvanceVT* Workshop” held January 12, 2004, with over 160 faculty, administrators, graduate students, and guests. Feedback on the workshop was very positive, and great input was received on where the program should focus its efforts. Ninety-seven percent of participants who returned their evaluation forms indicated that the workshop increased their knowledge of issues affecting women in science and engineering somewhat or very much. An average of eighty-four percent of respondents rated six of seven workshop events as very or extremely valuable.

2005

- *AdvanceVT* hosted its 2nd annual campus-wide “Advancing Women at Virginia Tech” workshop on January 10, 2005, with keynote speakers Virginia Valian, distinguished professor of psychology and linguistics at Hunter College, and Denice Denton, dean of engineering at the University of Washington and chancellor designate at the University of California at Santa Cruz. More than 120 faculty members, administrators, and graduate students participated in the workshop. Valian’s presentation was particularly important for audience members who had little knowledge of the literature on unintended bias. In addition to this keynote, Valian met with women faculty members to discuss creating personal advisory committees, and with department heads to discuss their role in encouraging institutional change. Denton’s presentations focused on how to make the faculty search process yield more diverse outcomes and the necessity of changing the climate. Feedback on the conference was overwhelmingly positive.

2006

- The 3rd annual “Advancing Women at Virginia Tech” workshop was held on February 2 – 3, 2006 in conjunction with the Mid-Atlantic Conference on the Scholarship of Diversity (MASCD). The aim of the MASCD conference was to showcase diversity as a critical and valued area of scholarship and research. Over 100 Virginia Tech faculty members attended. The workshop included presentations on predictors of faculty job satisfaction from the Virginia Tech Faculty Work-Life Survey conducted in spring 2005 and an overview of keys to success in institutional transformation from other ADVANCE grant recipients. Small group discussions developed college level action plans to address faculty work/life issues identified by the faculty survey.

2007

- *AdvanceVT* hosted the 4th annual “Advancing Women at Virginia Tech” workshop on January 9, 2007. Over 100 Virginia Tech faculty members and administrators attended. The workshop included presentations from members of the University of Michigan STRIDE committee and a panel of new women department heads. Breakout sessions

discussed how to develop and maintain a positive department climate and keys to successful faculty searches.

2008

- The 5th annual “Advancing Diversity at Virginia Tech” conference, co-hosted with the Office of Multicultural Affairs, was held on January 8, 2008 with almost 200 registered participants, the largest attendance to date. Featured speakers addressed an inclusive excellence model for institutional transformation and the career concerns of pre-tenure faculty. Workshop sessions also focused on recruiting a diverse faculty and creating department climates that encourage faculty success. Follow-up sessions, held on January 9th, engaged pre-tenure faculty at Virginia Tech and graduate student recruitment coordinators.

2009

- The 6th annual “Advancing Diversity at Virginia Tech” conference, co-hosted with the Office for Equity and Inclusion (formerly Multicultural Affairs), was held on January 12, 2009 with almost 300 registered participants, including faculty, staff, and administrators, the largest attendance to date. Featured speakers addressed building capacity for inclusive excellence and bias literacy. Breakout sessions included Faculty Mentoring: Perspectives from Mentors and Mentees, Curriculum Transformation, Bias Literacy (continued), Building Capacity (continued), and Staff Perspectives on Diversity. The event concluded with a poster session highlighting the activities of campus diversity committees.

2010

- The 7th annual “Advancing Diversity at Virginia Tech” workshop, co-hosted with the Office for Equity and Inclusion, was held on January 11, 2010, with approximately 300 attendees, including faculty, administrators, and staff. The event featured a keynote address on “Creating a Climate of Success for All Students and Faculty” by Freeman A. Hrabowski, III, President of the University of Maryland Baltimore County (UMBC). Breakout sessions addressed faculty mentoring, the UMBC Meyerhoff Scholars Program, work-life balance, dealing with differences in the workplace, and results from Virginia Tech’s Employment Climate Survey. The 2010 workshop was held in conjunction with Virginia Tech’s inaugural Future Faculty Development Program, an initiative designed to enhance the faculty pipeline by developing relationships with prospective faculty candidates, especially those from groups underrepresented in the professoriate such as minorities and women.

Future Plans

The Advancing Diversity at Virginia Tech workshop will be sustained with support from the Office of the Senior Vice-President and Provost and the Office for Diversity and Inclusion. The 8th annual workshop is scheduled for January 11, 2011, with Dr. Karan Watson, Interim Provost, Texas A&M, as the keynote speaker.

Appendix A: Keynote Speakers

Year	Speaker	Topic
2004	Joseph Bordogna, Deputy Director, NSF	The Importance of NSF's ADVANCE Program
2004	Karen DePauw, Vice Provost for Graduate Studies and Dean of the Graduate School, Virginia Tech	ADVANCE(ing) Institutional Transformation
2005	Virginia Valian, Distinguished Professor, Hunter College	Why So Slow? Advancement of Women in Academia
2005	Denice Denton, Dean of Engineering, University of Washington	How To: Transformational Work in Higher Education
2006	Robert Jones, Senior Vice President of Systems Administration, University of Minnesota	Retention and Recruitment of Minorities in Higher Education
2006	Lucinda Roy, Alumni Distinguished Professor, Virginia Tech	Institutional Change at Virginia Tech
2007	Katherine Spindler and Wayne Jones, University of Michigan ADVANCE Program	Strategies and Tactics for Recruiting to Improve Diversity and Excellence
2008	Cathy Trower, Co-PI, Collaborative on Academic Careers in Higher Education (COACHE)	Reflections of Pre-Tenure Faculty
2008	Damon Williams, Assistant Vice-Provost for Multicultural and International Affairs, University of Connecticut	An Inclusive Excellence Model for Institutional Transformation
2009	Alma Clayton-Pedersen, Vice-President for Education and Institutional Renewal, Association of American Colleges and Universities	Building Capacity for Inclusive Excellence
2009	Daryl Chubin and Ruta Sevo, AAAS Center for Advancing Science and Engineering Capacity	An Introduction to Bias Literacy
2010	Freeman Hrabowski, President, University of Maryland Baltimore County	Creating a Climate of Success for All Students and Faculty

Appendix B: Concurrent/Breakout Sessions

Year	Topic
2004	Small group discussions on campus climate, work/life balance, mentoring, faculty recruitment, faculty retention, leadership development, issues for department chairs, issues for research and non-tenure track faculty, issues for graduate students
2005	Recruiting a Diverse Faculty
2005	Leadership Development for Faculty
2005	Using One's Power to Change One's Institution
2006	Faculty Survey Findings: Predictors of Satisfaction
2006	Changing Academic Cultures for Women Faculty in Science and Engineering: A Preliminary Look at the NSF ADVANCE Institutional Transformation Grant Program
2006	Multiple research presentations and roundtables offered through the Midatlantic Conference on the Scholarship of Diversity
2007	Successful Faculty Searches
2007	Improving Department Climate through Evaluation and Mentoring
2008	Recruiting a Diverse Faculty
2008	Inclusive Excellence
2008	Mentoring and Department Climate: Improving Things for Pre-Tenure Faculty
2009	Faculty Mentoring: Perspectives from Mentors and Mentees
2009	Curriculum Transformation
2009	Bias Literacy, continued
2009	Building Capacity, continued
2009	Staff Perspectives on Diversity: Walking our Words
2010	Mentoring Faculty: How to Be a Successful Mentor
2010	Increasing Diversity and Success in STEM Students: Lessons Learned from UMBC's Meyerhoff Scholars Program
2010	Moving towards Work/Life Balance: Practical Considerations
2010	Dealing with Differences in Workplace Interactions
2010	Virginia Tech's Employment Climate Survey: Early Results

Appendix C: Workshop Agendas

AdvanceVT Workshop **January 12, 2004** **Hotel Roanoke** **Roanoke VA**

Monday, January 12

- 8:00 am Registration – Washington Lecture Hall Foyer
- 8:30 am Continental Breakfast – Lounge opposite Washington Lecture Hall
- 9:00 am Welcome and Introductions – Washington Lecture Hall
Pat Hyer, PI; Mark McNamee, Provost, Virginia Tech
- 9:30 am What is ADVANCE?
Alice Hogan, ADVANCE Program Director, NSF
Overview of ADVANCE at Virginia Tech
PIs/ADVANCE professors
- 10:30 am Break
- 10:45 am Status of women in S&E nationally and at Virginia Tech
Peggy Layne, AdvanceVT Program Coordinator
- 11:15 am ADVANCEing Women in Academe: Voices of Experience
- *Jane Ammons, Georgia Tech*
 - *Jennifer Sheridan, U. Wisconsin*
 - *Joyce Yen, U. Washington*
 - *April Brown, Duke*
- 12:30 pm Lunch – Crystal Ballroom
- 1:00 pm Keynote speaker – Crystal Ballroom
Joseph Bordogna, Deputy Director, NSF
- 2:00 pm Small group discussions – see list for room assignments
- *Campus climate*
 - *Work/life balance*
 - *Mentoring*
 - *Faculty recruitment*
 - *Faculty retention*
 - *Leadership development*
 - *Issues for department chairs*
 - *Issues for research and non-tenure track faculty*

- *Issues for graduate students*

- 4:00 pm Closing Keynote – Washington Lecture Hall
*Karen DePauw, Vice Provost for Graduate Studies and Dean of the
Graduate School, Virginia Tech
“ADVANCE(ing) Institutional Transformation”*
- 4:45 pm Reception – Lounge opposite Washington Lecture Hall
- 6:00 pm Dinner for *AdvanceVT* Leadership Team and invited guests
Virginia Room, off Regency Room Restaurant

Advancing Women at Virginia Tech
January 10, 2005
Donaldson Brown Hotel and Conference Center
Blacksburg VA

Monday, January 10

- 7:45 am Networking breakfasts
Women faculty with Virginia Valian – Old Guard Room
Deans/Department Heads with Denice Denton – Appalachian/Blue Ridge
- 9:00 am Welcome and Introductions – Auditorium
Mark McNamee, Provost, Virginia Tech
- 9:15 am *AdvanceVT* First Year Findings and Plans – Auditorium
Peggy Layne, AdvanceVT Program Director
- 10:00 am Break
- 10:30 am Opening Keynote – Auditorium
Why So Slow? Advancement of Women in Academia
Virginia Valian, Distinguished Professor, Hunter College
- 12:00 pm Lunch
Assistant Professors lunch with Denice Denton – Old Guard Room
Luncheon Q&A with Virginia Valian – Commonwealth West
- 1:30 pm Workshops
- *Recruiting a Diverse Faculty (Denice Denton) – Room C*
 - *Of special interest to anyone serving on a search committee*
 - *Leadership development for faculty (Roseanne Foti) – Room F*
 - *Learn leadership skills of value in the many roles faculty play*
 - *Using One's Power to Change One's Institution (Virginia Valian) – Room G*
 - *Especially for Deans and Department Heads*
- 3:30 pm Break
- 4:00 pm Closing Keynote – Auditorium
How To: Transformational Work in Higher Education
Denice Denton, Dean of Engineering, University of Washington
- 4:45 pm Reception – Old Guard Room
- 6:00 pm Dinner for *AdvanceVT* Leadership Team and guests – invitation only

**3RD ANNUAL
ADVANCING WOMEN AT VIRGINIA TECH WORKSHOP
&
MIDATLANTIC CONFERENCE ON THE SCHOLARSHIP OF DIVERSITY
CONFERENCE AGENDA**

THURSDAY, FEBRUARY 2, 2006		
TIME	EVENT	LOCATION
11:00 - 1:00 pm	Registration	Assembly Hall Foyer
1:00 - 2:30 pm	<p><u>AdvanceVT & MACSD Opening</u></p> <p>Welcome: Mark McNamee, Provost, Virginia Tech</p> <p>M.U.G.A.B.E.E. Performance</p> <p>Keynote Introduction: Benjamin Dixon, Vice President of Multicultural Affairs, Virginia Tech</p> <p>Keynote Address: Robert Jones, Sr. Vice President of Systems Administration, University of Minnesota</p> <p><i>Mr. Jones will speak on issues regarding retention and recruitment of minorities in higher education.</i></p>	Assembly Hall
2:30 - 3:00 pm	Break	Upper Quad
3:00 - 3:45 pm	<p><u>AdvanceVT Session</u></p> <p>Faculty Survey Findings: Predictors of Satisfaction Elizabeth Creamer, <i>AdvanceVT</i> Assessment Director, Virginia Tech Deb Olsen, Associate Professor, School of Education, Virginia Tech</p>	Cascades

THURSDAY, FEBRUARY 2, 2006

<p>3:00 – 3:45</p>	<p><u>MACSD Roundtable</u></p> <p>Accommodating Hidden Disabilities: Creating an Accepting Workplace Deborah M. Shoemaker, Woodrow Wilson Rehabilitation Center Lori B. Epik, Woodrow Wilson Rehabilitation Center</p>	<p>Drillfield</p>
	<p>Cultural Diversity in a Global Context – Human Rights, Global Social Justice and Cultural Diversity</p> <ul style="list-style-type: none"> • <i>Cultural Diversity and International Education: The Case of Ethnomathematics</i>, Bettina Dahl Soendergaard, Virginia Tech • <i>A Normative Approach to Internationalizing Political Science Curricula</i>, Scott G. Nelson, Virginia Tech • <i>The Question of Identity/Difference in Globalization</i>, Yannis Stivachtis, Virginia Tech • <i>Myth or Reality? The Case of Iran</i>, Lisa Moore, Virginia Tech • <i>Myth or Reality? The Case of China</i>, Xi Chen, Virginia Tech <p>Creating Universally Designed Instruction for ALL Learners Susan Asselin, Virginia Tech</p> <p>Power and Social Hierarchies as an Explanation of Persistence in Computer Related Majors (CRM) Rebecca Scheckler, University of Cincinnati Kusum Singh, Virginia Tech Lisa Darlington, Virginia Tech Katherine Allen, Virginia Tech</p> <p>The Possible Impact of Sharing in Cross Cultural Settings. Kim Cornett , Georgia Military College and Luann Holmes, Georgia Military College.</p>	<p>Solitude</p>
<p>3:00 – 3:20 pm</p>	<p><u>MACSD Concurrent Research Presentations</u></p> <p>Language Policies in the Workplace: A Review of Law and EEOC Guidelines Bonnie Farber Canziani, UNC Greensboro</p>	<p>Ellett Valley</p>
	<p>Why Faculty and Staff Leave: Exit Surveys in the Context of Diversity Susan Willis-Walton, Virginia Tech</p>	<p>Huckleberry</p>
	<p>Family Literacy in ESL through Service Learning Gresilda A. Tilley-Lubbs, Virginia Tech</p>	<p>Drapers Meadow</p>

THURSDAY, FEBRUARY 2, 2006

<p>3:00 – 3:20 pm</p>	<p><u>MACSD Concurrent Research Presentations, continued</u> Complex Positions: Jewish Undergraduates in Diversity Education Christopher MacDonald-Dennis, Bryn Mawr College</p>	<p>Duck Pond</p>
<p>3:30 – 3:50 pm</p>	<p><u>MACSD Concurrent Research Presentations</u> Faculty Perceptions of Accessibility and Effective Teaching Practices Susan Asselin, Virginia Tech</p>	<p>Ellett Valley</p>
	<p>On a Peircean Approach to Issues of Diversity Rosa Maria Mayorga, Virginia Tech</p>	<p>Huckleberry</p>
	<p>African American Students: Residential Community Experience Julie Best, Virginia Tech</p>	<p>Drapers Meadow</p>
	<p>Understanding of First Year Engineering Students Experience in Nanotechnology Xiaojing Zhu, Virginia Tech</p>	<p>Duck Pond</p>
<p>3:45 – 4:00 pm</p>	<p>Break</p>	<p>Upper Quad</p>
<p>4:00 - 4:45 pm</p>	<p><u>AdvanceVT Session</u> Changing Academic Cultures for Women Faculty in Science and Engineering: A Preliminary Look at the NSF ADVANCE Institutional Transformation Grant Program Ellen Plummer, Director, Virginia Tech Women’s Center</p>	<p>Cascades</p>
<p>4:00 – 4:45 pm</p>	<p><u>MACSD Roundtable</u> Perceptions of Minority Students in a Private, Religious-based University Michelle B. Goodwin, Liberty University Esther Alcindor, Liberty University</p>	<p>Drillfield</p>

THURSDAY, FEBRUARY 2, 2006

4:00 – 4:20 pm	<p><u>MACSD Concurrent Research Presentations</u></p> <p>Voluntary Departures Among Faculty: An Exploration of the Intersection between Race and the Work Environment Catherine Amelink, Virginia Tech</p>	Ellett Valley
	<p>Toward the Just Administration of Education Amanda Vert, Virginia Tech</p>	Huckleberry
	<p>Questions for Hidden Immigrants Elise Cole, Virginia Tech</p>	Duck Pond
	<p>Assessing the Current Climate of Diversity Among the Graduate Student Community at Virginia Tech Thompson Medford, Virginia Tech Navin Manjooran, Virginia Tech Thomas Gorman, Virginia Tech Sheena Horsford, Virginia Tech Nicole Sanderlin, Virginia Tech</p>	Drapers Meadow
4:25 – 4:45 pm	<p><u>MACSD Concurrent Research Presentations</u></p> <p>The Problem with Tenure: Experience and Challenges of African American Female Faculty Tonya Saddler, Virginia Tech</p>	Huckleberry
	<p>The Necessity for Diversity in Academia: A Student Perspective Stephen J. Kalista, Jr., Virginia Tech Michael Goode, Virginia Tech Jennifer Jessie, Virginia Tech</p>	Duck Pond
	<p>Social Justice at Black and Hispanic Serving Institutions Terrell Strayhorn, University of Tennessee, Knoxville Joan B. Hirt, Virginia Tech</p>	Drapers Meadow
4:45 – 5:00 pm	Break	Upper Quad
5:00 – 6:00 pm	<p>Reception Hosted by <i>AdvanceVT</i> Cash bar</p>	Latham C
8:00 pm	<p>Diversity Through the Arts Presentation “Open the Window” \$8 General Admission - \$5 Student/Senior</p>	<p>The Lyric 135 College Ave</p>

FRIDAY, FEBRUARY 3, 2006

TIME	EVENT	LOCATION
8:00 – 8:45 am	<p>Continental Breakfast</p> <p>Poster Session</p> <ol style="list-style-type: none"> 1. The Color of Water: Student Responses to Diversity Discussions 2. Ahimsa: Indian Women’s Experience of a Narrative Intervention Using Art and Writing 3. The Impact of Ability Grouping on Educational Quality and Educational Equity 4. An Analysis of Gender Equity in Faculty Ranks from Multiple Organizational Theories 5. Growing Up with a Physical Disability: The Story of One 6. Marital Discord and Partner Violence: A Meta-analysis 7. Shared Lives: Anti-Bias Took Kit for Early Childhood Educators 8. Students’ Diversity Perceptions: Gender and Ethnic Differences 9. White Student Teachers’ Beliefs: Teaching Children of Color 10. Turning Points: Factors Influencing Educational Aspirations of Adolescents with Prior Histories of Antisocial Behavior 11. Diversity: A Perspective from the Graduate Student Assembly of Virginia Tech 12. <i>AdvanceVT</i> 13. Examining Attitudes in Volunteerism in a Mexican University Medical School 	Solitude
8:45 – 9:15 am	<p>Overview of Virginia Tech and <i>AdvanceVT</i> Program Mark McNamee, Provost and <i>AdvanceVT</i> PI, Virginia Tech</p>	Solitude
9:15 – 9:30 am	Break	Upper Quad
9:30 – 11:15 am	<p><u><i>AdvanceVT</i> Breakout Discussions</u></p> <p>College of Engineering</p>	Cascades A
	<p>College of Science, Agriculture & Life Sciences, Other</p>	Cascades B
	<p>College of Liberal Arts and Human Sciences</p>	Drapers Meadow
	<p>University Policies</p>	Drillfield

FRIDAY, FEBRUARY 3, 2006

9:30 – 9:50 am	<p><u>MACDS Concurrent Research Presentations</u></p> <p>What and Who is an American? MacGregor O’Brien, Frostburg State University</p>	Ellett Valley
	<p>Emotional Intelligence, Campus Climate & Diversity Attitudes Mary Connerly, Virginia Tech Felice Williams, Virginia Tech</p>	Huckleberry
	<p>Culture Shock: The Experiences of Gay and Lesbian Students in a Rural College Settings Jennifer Clements, Shippensburg University</p>	New River
9:30 – 10:15 am	<p><u>MACDS Roundtables</u></p> <p>Religious World-View and Its Impact on Research Interests Babette Newman, Virginia Tech Natalia Sira, East Carolina University</p> <p>Employing the Severely Disabled: Two Perspectives. Joan Albano, Virginia Tech Ronnie E. Fleeman, Jr., Virginia Tech</p> <p>Influence of Class on Assessment of Pre-kindergartens Janet Dozier, Marshall University Ronald B. Childress, Marshall University</p> <p>Women’s Studies and the Scholarship of Diversity Barbara Smith, Virginia Tech</p>	Solitude
10:00 – 10:20 am	<p><u>MACSD Concurrent Research Presentations</u></p> <p>The Color of Water: A Dialogue on Diversity in the Freshman First-Year Experience Classroom Dolly Conner, Louisburg College</p>	Ellett Valley
	<p>Family Literacy in ESL through Service Learning Gresilda A. Tilley-Lubbs, Virginia Tech</p>	Huckleberry

FRIDAY, FEBRUARY 3, 2006

10:10 – 11:15	<u>MACSD Plenary Session</u> “Open The Window” Artists’ Panel Discussion on Community Based Arts	Assembly Hall
10:30 – 10:50 am	<u>MACSD Concurrent Research Presentations</u> Working on a Multicultural Team Elise Cole, Virginia Tech	Ellett Valley
	Diversity: a Perspective from the Graduate Student Assembly of Virginia Tech Shivakumara Siddaramappa, Virginia Tech	Huckleberry
11:15 – 11:30	Break	Upper Quad
11:30 – 1:00 pm	Lunch Closing Keynote: Lucinda Roy, Alumni Distinguished Professor, Virginia Tech	Latham C
1:00 pm	Adjourn	

Advancing Women at Virginia Tech

January 9, 2007

Inn at Virginia Tech and Skelton Conference Center/Holzman Alumni Center
Blacksburg VA

8:30 am	Continental Breakfast and Registration	Alumni Assembly Hall
9:00 am	Welcome and Introductions <i>Mark McNamee, Provost and AdvanceVT PI, Virginia Tech</i>	Alumni Assembly Hall
9:25 am	Panel: University of Michigan ADVANCE Program Strategies and Tactics for Recruiting to Improve Diversity and Excellence <i>Katherine Spindler, Microbiology and Immunology</i> <i>Wayne Jones, Materials Science and Engineering</i> <i>University of Michigan ADVANCE Program</i> <i>Moderator: Ellen Plummer, Virginia Tech Women's Center</i>	Alumni Assembly Hall
10:30 am	Break – Coffee Service	Alumni Assembly Hall
10:45 am	Using Interactive Theater as a Vehicle for Change <i>Susanna Rinehart, Theater Arts, Virginia Tech</i>	Alumni Assembly Hall
11:00 am	Panel: Voices of New Department Heads <i>Elizabeth Grabau, Plant Pathology, Physiology & Weed Science</i> <i>Beate Schmittmann, Physics</i> <i>Karen Thole, Mechanical & Nuclear Engineering, Penn State</i> <i>Moderator: Roseanne Foti, Psychology</i>	
12:00 pm	Lunch	Latham Ballroom A
1:15 pm	Concurrent Workshops	
	Successful Faculty Searches <i>Katherine Spindler, Univ. of Michigan STRIDE Committee</i> <i>Wayne Jones, Univ. of Michigan STRIDE Committee</i> <i>Kelly Oaks, Office for Equal Opportunity</i> <i>Nancy Ross, College of Science</i> <i>Andrea Dietrich, College of Engineering</i> <i>Facilitator: Ellen Plummer, Virginia Tech Women's Center</i>	Latham Ballroom B

Improving Dept. Climate through Evaluation and Mentoring
Ballroom DEF

Latham

Eileen Van Aken, Industrial & Systems Engineering

Joe Merola, Chemistry

Carla Finkelstein, Biological Science

Facilitators: Jack Finney, College of Science

3:00 pm Break – Coffee Service

Latham Foyer

3:15 pm Closing Session
Reports from concurrent workshops
Closing remarks
Conference evaluation

Alumni Assembly Hall

3:45 pm Adjourn

**Advancing Diversity at Virginia Tech
Inn at Virginia Tech and Skelton Conference Center
Blacksburg VA**

Agenda

Tuesday, January 8, 2008

8:00 am	Continental Breakfast	Foyer
8:30 am	Welcome and Introductions <i>Mark McNamee, Provost, Virginia Tech</i> <i>Kevin McDonald, Vice-President for Multi-Cultural Affairs and Equity, Virginia Tech</i>	Latham B
8:45 am	Status report on <i>AdvanceVT</i>	Latham B
9:15 am	Opening Keynote: Reflections of Pre-Tenure Faculty <i>Cathy Trower, Co-PI, Collaborative on Academic Careers in Higher Education</i>	Latham B
10:30 am	Break	Foyer
10:45 am	Interactive Theater Presentation: “Still Searching” <i>Susanna Rinehart, Associate Professor, Virginia Tech</i>	Latham B
12:00 pm	Lunch	Latham C/D/E/F
1:00 pm	Keynote: An Inclusive Excellence Model for Institutional Transformation <i>Damon Williams, Assistant Vice-Provost for Multi-cultural and International Affairs, University of Connecticut</i>	
2:00 pm	Break	
2:15 pm	Workshops	
	<ul style="list-style-type: none"> • Recruiting a Diverse Faculty <i>Sonel Shropshire, The Academic Network, Inc.</i> • Inclusive Excellence <i>Damon Williams, University of Connecticut</i> • Mentoring and Department Climate: Improving Things for Pre-Tenure Faculty <i>Jack Finney, Carla Finkelstein, Joe Merola, Ishwar Puri, and Don Taylor</i> <i>(AdvanceVT Department Climate Committee)</i> 	<p>Duckpond</p> <p>Cascades</p> <p>Smithfield</p>
3:45 pm	Reception and Poster Session	Latham A
4:30 pm	Adjourn	

Wednesday, January 9, 2008

8:00 – 8:30 am	Continental Breakfast/Registration	
8:30 – 11:00 am	Career Development Issues for Pre-Tenure Faculty	Latham C
8:30 – 10:00 am	Recruiting Diverse Graduate Students <i>Sonel Shropshire, The Academic Network, Inc.</i>	Duckpond

**Advancing Diversity at Virginia Tech
Inn at Virginia Tech and Skelton Conference Center
Blacksburg VA**

Monday, January 12, 2009

- 8:30 am 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
- 9:10 am Status report on Office for Equity and Inclusion
Kelly Oaks, Director, Equity Initiatives, Virginia Tech
- 9:25 am Status report on *AdvanceVT*
Mark McNamee, Senior Vice-President and Provost, Virginia Tech
- 9:45 am *AdvanceVT* Faculty Work-Life Survey Findings
Elizabeth Creamer, AdvanceVT Assessment Director, Virginia Tech
- 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 and Ruta Sevo, AAAS Center for Advancing Science and Engineering Capacity
- 2:00 pm Break
- 2:15 pm Concurrent breakout sessions:
- Faculty Mentoring: Perspectives from Mentors and Mentees
 - Curriculum transformation
 - Bias literacy, continued
 - Building capacity, continued
 - Staff perspectives on Diversity: Walking our Words
- 3:45 pm Reception and Poster Session
- 4:30 pm Adjourn

**Advancing Diversity at Virginia Tech
Inn at Virginia Tech and Skelton Conference Center
Monday, January 11, 2010**

AGENDA

- 8:30 am Continental Breakfast
- 9:00 am Welcome and Introductions
- 9:10 am Status Reports: Office for Equity and Inclusion and *AdvanceVT*
Mark McNamee, Senior Vice President and Provost
Karen Eley Sanders, Interim Vice President for Equity and Inclusion
- 9:45 am Break
- 10:15 am Keynote: Creating a Climate of Success for All Students and Faculty
Freeman Hrabowski, President, University of Maryland Baltimore County
- 11:30 am Lunch
- 1:00 pm Concurrent Sessions:
Mentoring Faculty: How to Be a Successful Mentor
Moderator: *Eileen Van Aken*
Panelists: *Jackie Bixler, Ed Fox, Karen Roberto, and John Seiler*
Increasing Diversity and Success in STEM Students: Lessons Learned from
UMBC's Meyerhoff Scholars Program
Presenter: *Keith Harmon, UMBC*
Moving towards Work/Life Balance: Practical Considerations
Presenters: *Pat Burton, Cathy Jacobs, Sue Perry, and Dawn Barnes*
Dealing with Differences in Workplace Interactions
Presenter: *Amy Hogan*
Virginia Tech's Employment Climate Survey: Early Results
Presenter: *Hal Irvin*
- 2:30 pm Coffee Break and Poster Session
- 3:30 pm Adjourn