



Sustaining a Commitment to Inclusive Excellence

Mark G. McNamee, Senior Vice President
and Provost



Inclusive Excellence at Virginia Tech

- Access and Success
 - Diverse student body, faculty, staff
- Campus Climate and Intergroup Relations
 - Inclusive organization
- Education and Scholarship
 - Curriculum transformation, multicultural competence
- Institutional Infrastructure
 - Policies, resources, accountability



“As the world changes, universities also have to change, and the kind of university that existed 25 years ago is not the kind of university that will appeal to the next generation of scientists.”

- Virginia Tech female science professor



Indicators of Transformational Change

- Awareness
 - Consciousness-raising
 - Change in discourse, framing of issues
- Change in climate or morale
- Change in specific procedures or policies
- Creation of institutionally-funded program/office/position

**Cremer, E. & Stewart, A. Creating changes that last:
Institutionalizing ADVANCE transformations. Presentation to Advance
PI Conference, May 2006.**



Institutional Change: *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.
- NSF funding ended as planned in 2010.
- High impact initiatives continue with funding from university partners, and have been expanded to include men and women faculty in all disciplines.



AdvanceVT Partners

- Office of the Senior Vice President and Provost
- Office for Diversity and Inclusion
- Graduate School
- Colleges of Science and Engineering
- Women's Center
- Women and Gender Studies Program



Sustaining *AdvanceVT* in the Framework of Inclusive Excellence

- Access and Success
- Campus Climate
- Education and Scholarship
- Institutional Infrastructure



Access and Success

- Preparing the Future Professoriate
 - Graduate student seminars on preparing for a faculty career
 - Future Faculty Development Program
 - 2 day workshop for advanced doctoral students or postdocs to encourage future pursuit of faculty career, possibly at VT; expenses paid by VT



Access and Success

- Faculty Recruitment
 - College Liaisons in Science and Engineering: meet with faculty candidates to discuss work/life programs
 - Goal for 2011: Expand to other colleges
 - Visiting Scholar Program: Funds available for departments to make connections with early to mid-career faculty through guest lectures & short visits

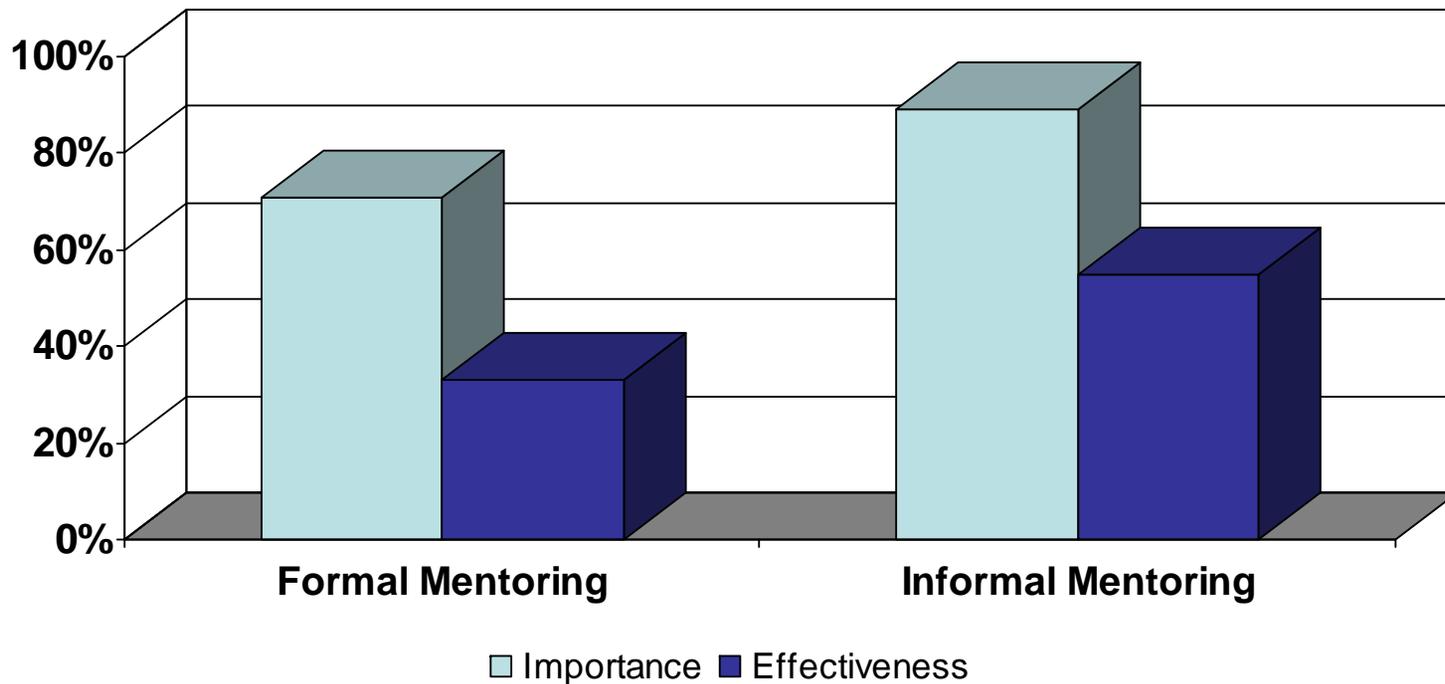


Access and Success

- Faculty Mentoring and Development
 - New Department Head orientation
 - Promotion to Professor workshops
 - Mentoring micro-grants for pre-tenure faculty to encourage development of mentoring networks
 - Based on University of Massachusetts model



Pre-tenure faculty see mentoring as important, but not particularly effective.



Data from 2009 COACHE Survey of Pre-Tenure Faculty

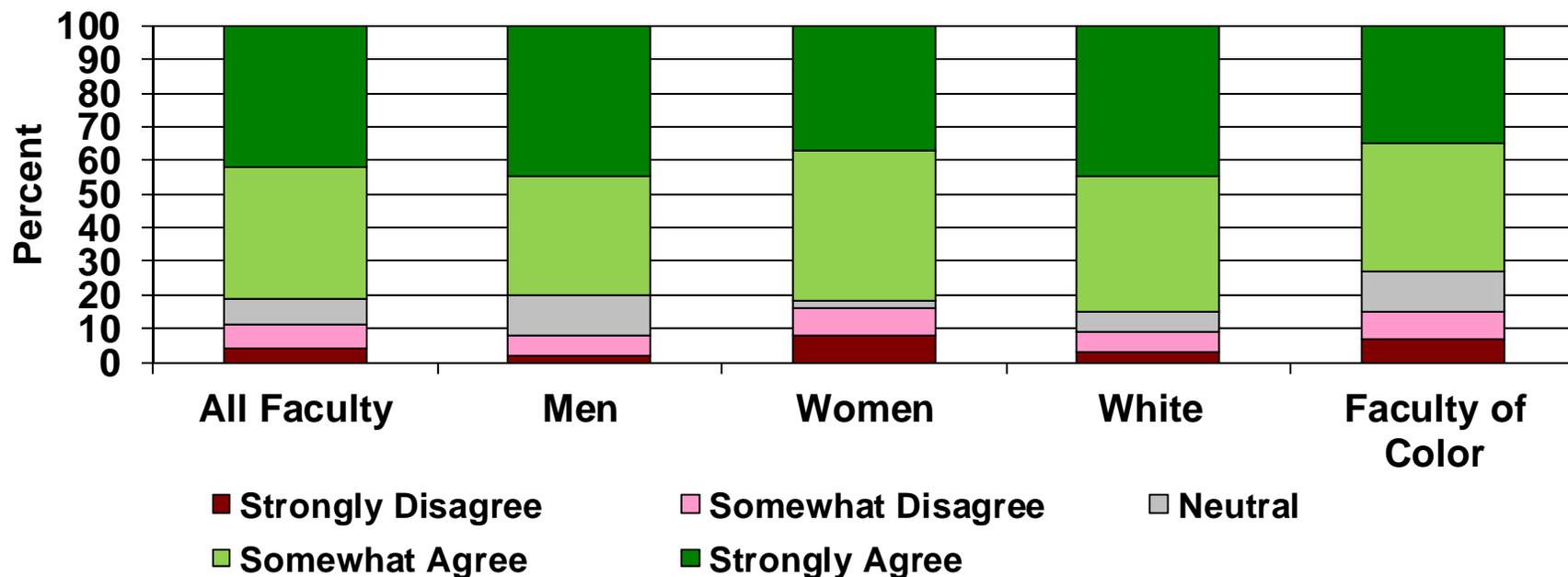


Campus Climate and Intergroup Relations

- Department Climate Compendium
 - Available at www.advance.vt.edu
- Advancing Diversity Conference
 - Afternoon session on Dealing with Department Climate Issues
- Faculty and staff climate surveys



Pre-Tenure Faculty agree: On the whole, my institution is collegial



Data from 2009 COACHE Survey of Pre-Tenure Faculty



Education and Scholarship

- Advancing Diversity Workshop
 - Afternoon session on Uncovering Unconscious Bias
- Search committee support
- Curriculum development





Institutional Infrastructure

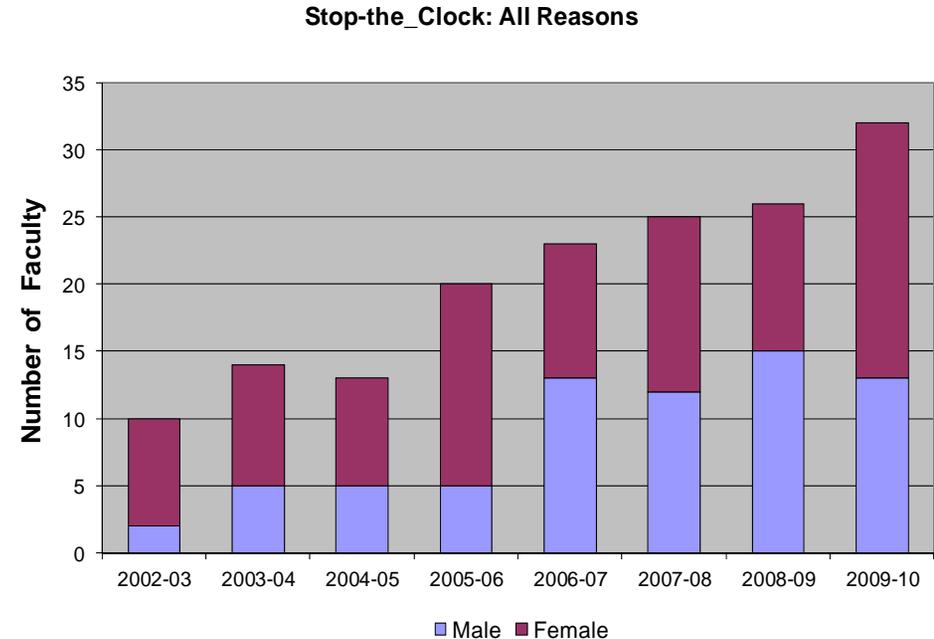
- Dual Career Program
 - Office established fall 2005
 - Guidelines, assistance, bridge funding
 - 40 – 60 cases per year

“Guidelines and the existence of the Dual-Career Office at Virginia Tech made us feel more secure about accepting Virginia Tech as an employer for my husband. It is a good indication that Virginia Tech cares for the employees and their family, which is one of the most important factors to consider while looking for a new job.” - spouse of recent faculty hire



Institutional Infrastructure

- Stop-the-Clock Policy
 - Revised 2006
 - Automatic extension for new parents





Institutional Infrastructure

- Modified Duties
 - Adopted 2006
 - One semester flexible assignment
- Part-time Tenure Track
 - Adopted 2007

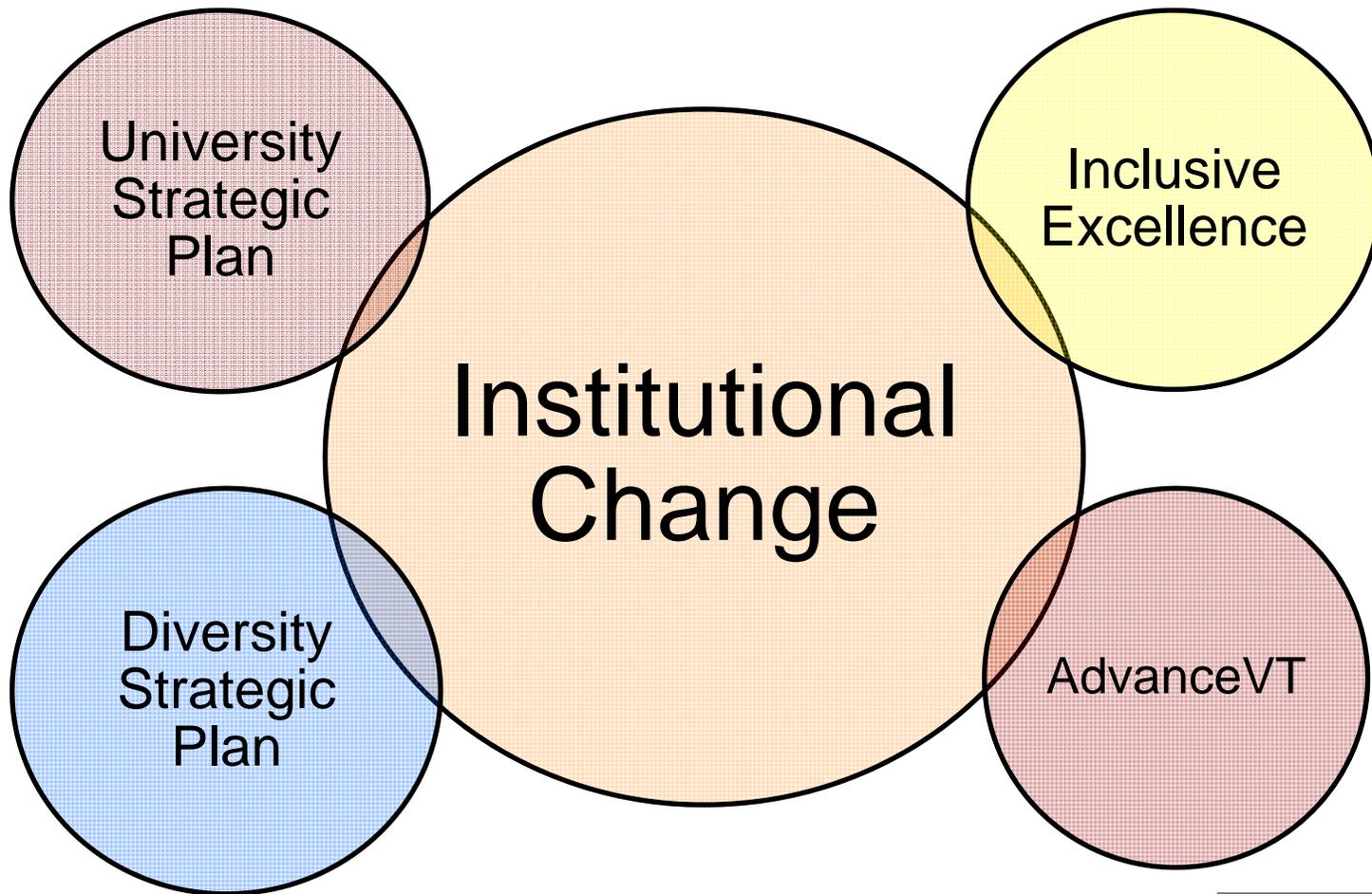
“These new policies are helping us retain outstanding faculty who now feel that they can work at the institution they love and still take care of the people they love.” - Senior faculty member



Institutional Infrastructure

- Child care
 - Signed contract with Rainbow Riders September 2008
 - New facility at Corporate Research Center opened August 2009
 - Expansion provided 246 additional slots, 60% reserved for Virginia Tech employees







Advancing Inclusive Excellence

Office of Diversity and Inclusion

William Lewis, Vice President
Advancing Diversity Workshop



Office of Diversity and Inclusion

Overview

- Established in 1998
- Reports to the President and works closely with the Provost
- Serves the university as a resource to advance diversity and inclusion efforts
 - Encourages integration of the Inclusive Excellence approach
 - Supports strategies in the Diversity Strategic Plan
 - Promotes the Principles of Community



Office for Diversity and Inclusion

Strategies for advancing Inclusive Excellence

- Strengthen institutional capacity through collaboration
- Support existing efforts in colleges, departments, university units
- Facilitate external partnerships to advance efforts
 - Alumni and friends
 - Foundation and corporate relations
- Promote the spectrum of diversity efforts and understanding through communications and education



Diversity Strategic Plan

Overview

- Result of university-wide discussions
- Based on an institutional commitment to Inclusive Excellence
- Affirmed by the Board of Visitors in March 2010
- Complement to University Strategic Plan
 - Next university strategic plan will fully integrate inclusive excellence elements



Diversity Strategic Plan – Four Focus Areas

1. Access and Success

Students, Faculty, Staff

Focus on “pipeline” and scholarship initiatives to facilitate a diverse student body and increased emphasis on programs that strengthen retention efforts and encourage pursuit of higher degrees among students from diverse backgrounds.

2. Campus Climate

Inclusive and Welcoming Environment

Focus on living, learning, and working environments that are supportive of differing needs, perspectives, and experiences. Perceptions on campus climate are more consistently assessed.

3. Education and Scholarship

Diversity of ideas and experiences

Focus on developing students for multicultural world by infusing explorations of diversity into all academic disciplines. Emphasis placed on quality of courses.

4. Institutional Infrastructure

Organizational practice

Enhance efforts to recruit and retain diverse staff and faculty and to develop competencies towards inclusion in the administrative infrastructure.



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Diversity Strategic Plan – Next Steps

- Report to Board of Visitors – March 2011
 - Thirty indicators reviewed for progress in areas of diversity and inclusion
- Commission on Equal Opportunity and Diversity (CEOD) will host presentations and discussions on Diversity Strategic Plan, concluding with a year-end summit on the DSP
- Preparation for integration of Inclusive Excellence - Diversity Strategic Plan elements into university strategic planning processes



Inclusive Excellence Efforts

- Presidential Scholarship Initiative currently includes 99 students
- Principles of Community Speaker's Series established in 2010 highlights spectrum of topics related to campus diversity
- Presidential Campus Enrichment Grant program included 95 students in the Fall of 2010
- Office for Equity and Access established in Human Resources



Inclusive Excellence Efforts

- Diversity Development Institute planned in collaboration with University Organizational and Professional Development
- Curriculum for Undergraduate Education being assessed for ways to further integrate competencies related to diversity
- Meetings being held monthly with College Diversity Committee Chairs to encourage cross-college communication and synergy on diversity efforts



Inclusive Excellence Efforts

- Alumni from traditionally under-represented groups are being engaged to support Admissions efforts
- Office for Diversity and Inclusion holding monthly meetings with University Development to develop strategies for supporting diversity efforts



Inclusive Excellence Efforts

- Joint meetings being held by Office for Diversity and Inclusion with Chairs of Black Faculty/Staff Caucus, LGBT Caucus, and Hispanic/Latino Faculty/Staff Caucus to discuss items of common interest
- Employment Climate Survey administered by Human Resources. Results shared across campus in 2010. Future surveys will be administered every two years



Questions?