

SEPTEMBER 2018

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## UPCOMING EVENTS

### Welcome Reception for Women Colleagues

September 6, 2018  
4:00 pm–6:00 pm  
Owens Banquet Hall

Join women faculty, staff, and graduate students to meet new colleagues, network, and learn about the history of women at Virginia Tech. This annual welcome event is co-sponsored by the Graduate School, the Virginia Tech Women's Alliance, the Women and Gender Studies Program, the Women's Center, VT Women Connect, and AdvanceVT.

### Fall 2018 Women's Leadership Lunches

October 2, 2018  
12:00 to 1:30 pm  
Inn at Virginia Tech  
Latham Ballroom

Guest speaker:  
Jill Sible,  
Associate Vice  
Provost for  
Undergraduate  
Education.



November 29th, 2018  
12:00 to 1:30 pm  
Inn at Virginia Tech  
Latham Ballroom

Panel Discussion:  
Institutional Decision-Making  
through University Governance

Read about the Leadership Lunch series and see who else has been a special guest at [www.advance.vt.edu](http://www.advance.vt.edu).

Registration and additional information for AdvanceVT events are available at [www.advance.vt.edu](http://www.advance.vt.edu).

## PAID PARENTAL LEAVE ENHANCES EMPLOYEE LEAVE BENEFITS

At its quarterly meeting held on August 27 in Roanoke, Virginia, the Virginia Tech Board of Visitors approved a resolution that will implement Commonwealth of Virginia [Executive Order Twelve](#) (2018), Parental Leave for Commonwealth Employees, which was signed by Governor Ralph Northam in late June.

Passage of the resolution will enhance the university's leave benefits to include eight weeks of paid parental leave to eligible salaried employees following the birth, adoption, or foster placement of a child younger than 18 years of age. The parental leave will be paid at 100 percent of the employee's salary.

Employees can use paid parental leave in addition to other leave benefits offered by Virginia Tech.

Additional information about Virginia Tech's paid parental leave including eligibility and other requirements, is available in Presidential Policy Memorandum No. 304 which was executed by President Tim Sands following the board's resolution. The Presidential Policy Memorandum can be found on the [Virginia Tech Policies Page](#) under the "New + Noteworthy" section.

## CONGRATULATIONS, RECENT WOMEN RECIPIENTS OF ENDOWED PROFESSORSHIPS AND FELLOWSHIPS!

**Lara Anderson, PhD**—Physics

Luther & Alice Hamlett Junior Faculty Fellowship

**Sally Johnson, PhD**—Animal and Poultry Sciences

Paul B. Mellon Distinguished Professor of Agriculture

**Ling Lisic, PhD**—Accounting and Information Systems

L. Mahlon Harrell Senior Faculty Fellowship

**Wenjing Lou, PhD**—Computer Science

W. Curtis English Professor

**Linsey Marr, PhD**—Civil and Environmental

Engineering

Charles P. Lunsford Professor

**Kimberly Morgan, PhD**—Agricultural and Applied Economics

David M. Kohl Junior Faculty Fellow

**Sarah Stein, PhD**—Accounting and Information Systems

Deloitte Foundation Faculty Fellowship in ACIS

## CONGRATULATIONS TO RECENTLY PROMOTED WOMEN FACULTY!

### PROMOTED TO ASSOCIATE PROFESSOR WITH TENURE

**Danna Agmon**, *History*  
**Amy Azano**, *School of Education*  
**Maria del Carmen Cana Jimenez**, *Modern and Classical Languages and Literatures*  
**Rachel Diana**, *Psychology*  
**Erika Grafsky**, *Human Development and Family Science*  
**Silke Hauf**, *Biological Sciences*  
**Celine Hin**, *Mechanical Engineering/ Materials Science and Engineering*  
**Steffi Hofer**, *Modern and Classical Languages and Literatures*  
**Eunju Hwang**, *Apparel, Housing, and Resource Management*  
**Aki Ishida**, *Architecture*  
**Melanie Kiechle**, *History*  
**Christine Labuski**, *Sociology*  
**Robin Lemaire**, *School of Public and International Affairs*  
**Nadine Sinno**, *Modern and Classical Languages and Literatures*  
**Michelle Theus**, *Biomedical Science and Pathology*  
**Catherine Ulrich**, *School of Education*  
**Paola Zellner Bassett**, *Architecture+Design*

**Haiyan Zhu**, *Sociology*  
**Hongxiao Zhu**, *Statistics*

### PROMOTED TO PROFESSOR

**Janet Abbate**, *Science, Technology, and Sociology*  
**Renee Boyer**, *Food Science and Technology*  
**April Few-Demo**, *Human Development and Family Science*  
**Yan Jiao**, *Fish and Wildlife Conservation*  
**Sally Johnson**, *Animal and Poultry Science*  
**Heidi Mesmer**, *School of Education*  
**Lydia Patton**, *Philosophy*  
**Tina Savla**, *Human Development and Family Science*  
**Angela Scarpa**, *Psychology*  
**Dorothea Tholl**, *Biological Sciences*  
**Susan White**, *Psychology*

### PROMOTED TO CLINICAL PROFESSOR

**Tanya LeRoith**, *Biomedical Science and Pathology*

### PROMOTED TO CLINICAL ASSOCIATE PROFESSOR

**Katie Boes**, *Biomedical Science & Pathology*

**Shawna Klahn**, *Small Animal Clinical Sciences*

### PROMOTED TO COLLEGIATE ASSOCIATE PROFESSOR

**Natalie Cherbaka**, *Industrial and Systems Engineering*  
**Kimberly Daniloski**, *Marketing*  
**Michele Seref**, *Business Information Technology*

### PROMOTED TO COLLEGIATE ASSISTANT PROFESSOR

**Cintia Easterwood**, *Accounting Information Systems*  
**Dana Garner**, *Accounting Information Systems*  
**Peggy Quesenberry**, *Apparel, Housing, and Resource Management*

### PROMOTED TO ADVANCED INSTRUCTOR

**Victoria Long**, *Chemistry*

### PROMOTED TO SENIOR INSTRUCTOR

**Jeannine Eddleton**, *Chemistry*

[https://vtnews.vt.edu/articles/2018/06/unirel\\_promotions2018.html](https://vtnews.vt.edu/articles/2018/06/unirel_promotions2018.html)



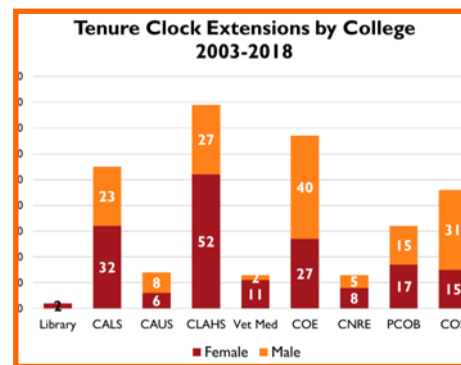
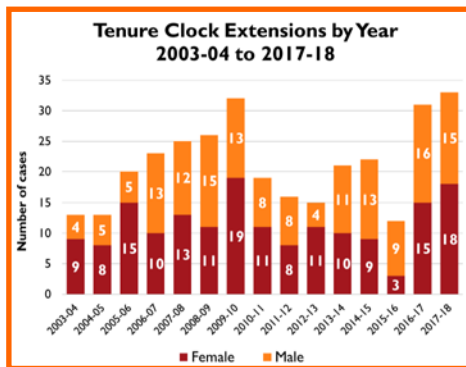
## ADVANCEVT WORK/LIFE INITIATIVES

The Office of the Executive Vice President and Provost oversees the implementation of university policies to assist faculty with the challenges of balancing professional and personal life. Since Virginia Tech received the NSF Advance grant in 2003, a major area of focus has been on implementing and improving these policies. In order to do so, AdvanceVT tracks the utilization of the work/life policies by eligible faculty on an annual basis. A sample of the results of the 2018 assessment are described and depicted below.

### EXTENSION OF TENURE CLOCK

- Between 2004-2005 and 2017-2018, a total of 321 tenure clock extensions were granted for 148 female faculty and 137 male faculty (36 faculty members requested two separate tenure clock extensions during this time period).
- The most common reasons for stopping the clock were the birth or adoption of a child (196 requests), personal issues such as serious illness (68 requests), and professional issues such as lack of appropriate laboratory space (57 requests).
- Faculty in all colleges make use of this policy.

*"[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*



Megan Dolbin-MacNab, now an Associate Professor in Human Development, was the first faculty member to use the modified duties policy

*"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

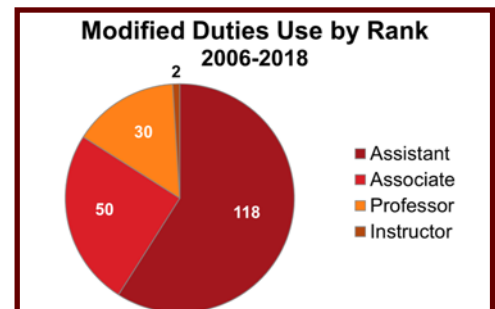
### MODIFIED DUTIES

◆ During the first twelve years of the modified duties policy (2006-07 through 2017-18), 200 requests for modified duties were granted involving 99 female faculty and 67 male faculty (34 faculty members utilized the modified duties policy more than once).

◆ Modified duties is not being utilized consistently across Virginia Tech's 8 academic colleges. Faculty in the College of Liberal Arts and Human Sciences (62 requests), the College of Engineering (65 requests), and the Pamplin College of Business (26 requests) account for 153 of the 200 requests.

◆ The modified duties policy has been utilized by pre-tenure and tenured faculty members in all ranks. Approximately 59% of faculty requests have been made by assistant professors, 25% by associate professors, 15% by professors, and 1% by senior instructors.

◆ The most common reasons for requesting modified duties were child-related (138 requests), family health/other (30 requests), and personal health (32 requests).



## RECRUITMENT MATCHING GRANTS, FORMERLY “VISITING SCHOLARS”, INVITES PROPOSALS

Virginia Tech’s Office of the Executive Vice President and Provost is pleased to invite proposals for Virginia Tech Recruitment Matching Grants.

The Recruitment Matching Grant is designed to support faculty recruitment efforts through building or expanding connections between Virginia Tech and outstanding scholars from other institutions who are historically underrepresented in their disciplines. Financial support is available for creative and innovative recruitment activities to attract early- to mid-career professionals to Virginia Tech outside the usual search process.

Examples of activities that could be supported through this matching grant include:

- ◆ Hosting a visiting scholar at Virginia Tech to present an overview of their research to a broad audience of the university community or to an informal networking meeting with faculty, postdoctoral researchers, and/or graduate students.
- ◆ Hosting a reception for underrepresented scholars at a national conference.
- ◆ Attendance by current faculty members at a conference for the express purpose of networking for future recruitment purposes.

The program is especially interested in supporting visits by individuals who:

1. Are potential candidates for future faculty hires and
2. Contribute to increasing excellence, equity, and diversity at Virginia Tech.

Academic units or faculty that wish to participate in the Recruitment Matching Grant program should submit an informal letter proposal including the following information:

1. A brief profile of the proposed visitor, preferably including a short vita (1 -2 pages),
2. A brief description of how the proposed visit will contribute to faculty recruitment efforts,
3. A brief summary of how the proposed visit will support creating and sustaining a more diverse and inclusive community at Virginia Tech,
4. A budget for the visit, and
5. An endorsement from the department head/chair.

Proposals are accepted at any time during the academic year; about ten awards will be made each year. For more information or to submit a proposal, please contact Peggy Layne at [playne@vt.edu](mailto:playne@vt.edu) or visit [https://advance.vt.edu/resources\\_links/search\\_committees/visiting\\_scholars.html](https://advance.vt.edu/resources_links/search_committees/visiting_scholars.html).

## WORK LIFE LIAISONS

Supported by the college deans and Provost, the Work-Life Liaisons program is designed to strengthen the process of recruiting excellent faculty members to Virginia Tech.

Work-Life Liaisons meet with candidates to discuss Virginia Tech’s dual career resources, extend-the-tenure-clock and modified duties policies, commitment to diversity, community resources, and to refer candidates to appropriate resources for additional information. The meetings are confidential.

Last year, Work-Life Liaisons met with over 300 candidates to answer questions ranging from dual career to child care to campus and community climate. Liaisons meet monthly to share questions and receive updates on campus policies and other work-life topics. A description of the program and the listing of Work-Life Liaisons for each college can be found at: [https://provost.vt.edu/faculty\\_affairs/faculty\\_recruitment/college\\_liaisons.html](https://provost.vt.edu/faculty_affairs/faculty_recruitment/college_liaisons.html).

## DUAL CAREER PROGRAMS AT VIRGINIA TECH

Virginia Tech is committed to responding to the needs of dual career couples and understands that many candidates for faculty positions have spouses or partners who are also seeking employment. Created in 2005, the University's dual career program aids and supports couples and their families when considering new employment opportunities in and outside of the University.

Between 2006-07 and 2017-18, 160 dual career faculty hires were facilitated by this program. The overall retention rate for these employees as of July 2018 was 81%.

[hr.vt.edu/jobs/dual-career](http://hr.vt.edu/jobs/dual-career)



*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

More at [www.advance.vt.edu](http://www.advance.vt.edu)