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.

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 personal 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.

PAID PARENTAL LEAVE ENHANCES EMPLOYEE LEAVE BENEFITS

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.

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 Savia, 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

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

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).
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 or visit https://advance.vt.edu/resources_links/search_committees/visiting_scholars.html.

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 polices, 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.