

OCTOBER 2016

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**2016 NEWLY PROMOTED FEMALE FACULTY**

**ADVANCEVT WORK/LIFE INITIATIVES**

**ADVANCING DIVERSITY WORKSHOP**

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**Welcome Reception for Women Colleagues**

**September 21, 2016  
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. Child care will be available.

**Fall 2016 Leadership Luncheons**

**September 27th, 2016  
noon to 1:30 pm  
Inn at Virginia Tech  
Latham CDEF**

Guest speaker:  
Dr. Menah Pratt-Clarke, Vice Provost for Inclusion and Diversity and Vice President for Strategic Affairs



**November 8th, 2016  
noon to 1:30 pm  
Inn at Virginia Tech  
Latham CDEF**

Guest Speaker:  
Dr. Theresa Mayer, Vice President for Research and Innovation.



*Registration and additional information available at [www.advance.vt.edu](http://www.advance.vt.edu)*

**CONGRATULATIONS TO 2016 RECIPIENTS OF ENDOWED PROFESSORSHIPS AND FELLOWSHIPS!**



Theresa Thompson,  
Ph.D.

Danfeng Yao,  
Ph. D.

Padma Rajagopalan,  
Ph.D.

Amy Pruden,  
Ph.D.

Sally Morton,  
Ph.D.

Rosemary Goss, Ph.D.

Pamela VandeVord,  
Ph.D.

Associate Professor,  
Biological Systems  
Engineering

Associate Professor,  
Computer Science

Professor,  
Chemical Engineering

Professor,  
Civil and Environmental  
Engineering

Dean,  
College of Science

Associate Director,  
Residential Property  
Management

Department Head and  
Professor,  
Property Management

Elizabeth and James E.  
Turner Jr. '56  
Faculty Fellow

Elizabeth and James E.  
Turner Jr. '56  
Faculty Fellow

Professor of Chemical  
Engineering

W. Thomas Rice  
Professor in  
Engineering

Lay Nam Chang  
Dean's Chair

Residential Property  
Management

William and Mary  
Blackwood  
Junior Faculty  
Fellow

## CONGRATULATIONS TO RECENTLY PROMOTED WOMEN FACULTY!

### PROMOTED TO PROFESSOR



Kathleen Alexander, Ph.D.	Jessica Folkart, Ph.D.	Jennifer Irish, Ph.D.	Marcella Kelly, Ph.D.	Jungmeen Kim-Spoon, Ph.D.	Marie Paretti, Ph.D.	Katrina Powell, Ph.D.	Elena Serrano, Ph.D.	Lisa Tucker, Ph.D.	Kang Xia, Ph.D.	Lisa Belden, Ph.D.
Fish and Wildlife Conservation	Foreign Language and Literature	Civil and Environmental Engineering	Fish and Wildlife Conservation	Psychology	Engineering Education	English	Human Nutrition, Foods and Exercise	School of Architecture Interior Design	Crop & Soil Environmental Sciences	Biological Sciences

### PROMOTED TO ASSOCIATE PROFESSOR WITH TENURE



Maria Cassara, Ph.D.	Pearl Chiu, Ph.D.	Elizabeth Gilbert, Ph.D.	Holly Matusovich, Ph.D.	Megan Wawro, Ph.D.	Patricia Nickel, Ph.D.
Biochemistry	Psychology	Animal & Poultry Science	Engineering Education	Mathematics	Government and International Affairs



### DUAL CAREER PROGRAMS AT VIRGINIA TECH

- Virginia Tech is committed to responding to the needs of dual career couples and understands that many prospective 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.
- A dual career coordinator, Sara Leftwich (right), provides job search assistance.
- Between 2006-2007 and 2015-2016, a total of 800 faculty cases were referred to the dual career assistance program through the Human Resources/Provost Office's partnership. Approximately 87% of these cases were recruitment-related and 13% were related to the retention of existing faculty.
- A total of 119 new dual career faculty hires were facilitated by the Provost's Office between 2006-2007 and 2015-2016. The overall retention rate for these employees as of July 2016 was 87%



*"Without the dual career assistance program we would not have came. I think it's critical because lots of people have spouses that are also in research or in the same area, so they will only come if you hire both. So, if you have a program like that, it's really important to get people here."*

*~ recently faculty hire*

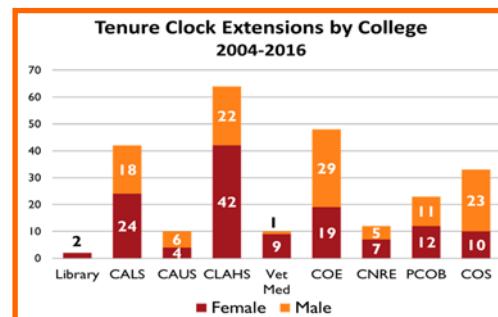
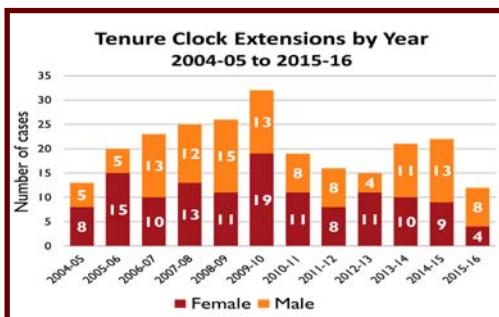
## ADVANCEVT WORK/LIFE INITIATIVES

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 2016 assessment are described and depicted below.

### EXTENSION OF TENURE CLOCK

- Between 2004-2005 and 2015-2016, a total of 244 tenure clock extensions were granted for 100 female faculty and 103 male faculty (31 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 (141 requests), personal issues such as serious illness (57 requests), and professional issues such as lack of appropriate laboratory space (46 requests).
- The College of Engineering is Virginia Tech's largest college with 348 faculty members (16% women). Followed by the College of Liberal Arts and Human Science with 299 faculty members (49% women).

*[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*

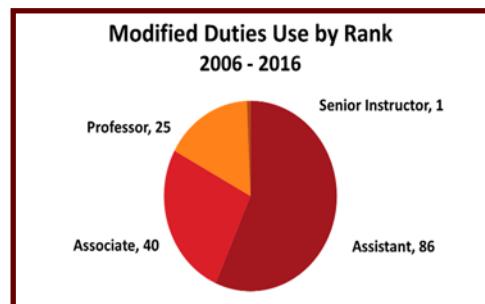


Megan Dolbin-MacNab, now an Associate Professor in Human Development, was the first faculty member to use the modified duties policy

*"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 ten years of the modified duties policy (2006-07 through 2015-16), 152 requests for modified duties were granted involving 81 female faculty and 46 male faculty (25 faculty members utilized the modified duties policy more than once).
- Unlike the stop the clock policy, modified duties is not being utilized consistently across Virginia Tech's 8 academic colleges. Faculty in the College of Liberal Arts and Human Sciences (53 requests), the College of Engineering (49 requests), and the Pamplin College of Business (19 requests) account for 121 of the 152 requests.
- The modified duties policy has been utilized by pre-tenure and tenured faculty members in all ranks. Approximately 57% of faculty requests have been made by assistant professors, 26% by associate professors, 16% by professors, and 1% by senior instructors.
- The most common reasons for requesting modified duties were child-related (105 requests), family health/other (24 requests), and personal health (23 requests).



**SAVE THE DATE:  
ADVANCING DIVERSITY AT VIRGINIA  
TECH  
JANUARY 10, 2017**



The fourteenth annual Advancing Diversity at Virginia Tech workshop will be held on Tuesday, January 10, 2017, at the Inn at Virginia Tech and Skelton Conference Center. The program will include presentations about current Virginia Tech inclusion and diversity initiatives, relevant research and scholarship, and discussions of ways to improve inclusion and diversity on campus through teaching and learning, research, and outreach and engagement. This year's keynote speaker will be Eileen Wilson-Oyelaran, President Emerita of Kalamazoo College. Eileen Wilson-Oyelaran was appointed President Emerita in July 2016 after serving eleven years as president. During her tenure the college raised more than \$129 million, providing support for scholarships, endowed faculty chairs, capital projects, and the development of the Arcus Center for Social Justice Leadership.

Prior to Kalamazoo College, Dr. Wilson-Oyelaran served as Vice President and Dean of the College at Salem College in Winston-Salem, North Carolina, and held teaching and administrative positions at Winston-Salem State University and Obafemi Awolowo University (Nigeria).

Her primary areas of scholarly interest are early child development and education in cultural context. While in Nigeria, she served as a consultant for UNICEF in the area of childcare and development. In 2010, she chaired the community-wide task force that developed KC Ready 4's, a program to ensure that every four year old in Kalamazoo County has access to a high quality pre-kindergarten experience. Recognized for her expertise in the area of cultural diversity, Dr. Wilson-Oyelaran has worked with faculty in higher education and K-12 to improve educational outcomes for women and students from underrepresented groups.

Dr. Wilson-Oyelaran obtained a B.A. in Sociology from Pomona College and an M.A. and Ph.D. in Education from the Claremont Graduate University.

**GRADUATE  
STUDENT  
LUNCH  
SEMINARS**

**Strategies for Effective  
Interaction**

**November 15, 2016  
Noon to 1:30pm  
GLC Room F**

Dr. Anne McNabb with the GLC will discuss building effective interactions between faculty and graduate students with diverse expectation and diverse culture and academic backgrounds.

Presentation slides and audio recordings of seminars are available at [www.advance.vt.edu](http://www.advance.vt.edu).



**NATIONAL CENTER FOR FACULTY  
DEVELOPMENT AND DIVERSITY**

Virginia Tech is an institutional member of the National Center for Faculty Development and Diversity (NCFDD). As an institutional member, Virginia Tech graduate students, post-doctoral associates, and faculty members at all ranks can sign up for a free sub-account membership to access the center's online resources, including webinars, multi-week courses, discussion forums, accountability matches, and career center. Resources focus on increasing productivity, time management, maintaining work-life balance, resolving conflict, personal organization, and cultivating mentors, sponsors, and collaborators. Sign-up for an account to access these resources at [www.facultydiversity.org](http://www.facultydiversity.org).

**What's included with this membership:**

- The Monday Motivator (a weekly email with productivity tips)
- Access to monthly productivity workshops
- Access to monthly Guest Expert workshops facilitated by faculty development experts from around the country
- Access to Multi-Week Courses each term
- Access to the Career Center
- Audio recordings, slides, and transcripts of all workshops so you can learn at your convenience
- Access to a private networking forum
- Access to moderated monthly writing challenges
- Monthly mentor matches

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)