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AdvanceVT began with support from the National Science Foundation (Grant #HRD 0244916) and continues with the support of Virginia Tech. Any opinions, findings, conclusions, or recommendations expressed are those of the authors and do not necessarily reflect the views of the National Science Foundation.

UPCOMING EVENTS

Leadership Luncheon

November 30, 2017, Noon–1:30 pm
Inn at Virginia Tech, Latham CDEF

Panel of Current and Recent Journal Editors



Joyce Arditti
Professor
Human Development



Linda Dahlgren
Associate Professor
Large Animal Clinical Sciences



Lydia Patton
Associate Professor
Philosophy

Advancing Diversity at VT January 9, 2018 Inn at Virginia Tech

The 2018 Advancing Diversity workshop will be held at the Inn at Virginia Tech on January 9, 2018 in the Latham Ballroom. Topics discussed include mentoring, recruitment, hiring, and creating a climate of success for all students and faculty.

This workshop is open to all members of the Virginia Tech community.

Registration and additional information for AdvanceVT events are available at www.advance.vt.edu.

WORK LIFE LIAISON PROGRAM SUPPORTS FACULTY RECRUITMENT EFFORTS

Supported by the college deans and Provost, the Work-Life Liaison (formerly College Liaison) 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 220 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

CONGRATULATIONS TO 2017 WOMEN RECIPIENTS OF ENDOWED PROFESSORSHIPS AND FELLOWSHIPS!



Su Fang Ng, Ph.D.
Associate Professor
English
Clifford A. Cutchins III
Professor of English



Julia Ross, Ph.D.
Dean
College of Engineering
Paul and Dorothea Torgersen
Dean's Chair in Engineering



CONGRATULATIONS TO RECENTLY PROMOTED WOMEN FACULTY!

PROMOTED TO ASSOCIATE PROFESSOR WITH TENURE



Catalina Andrango-Walker, Ph.D.
Foreign Languages & Literatures



Tanyel Bulbul, Ph.D.
Building Construction



Margaret Cowell, Ph.D.
School of Public & International Affairs



Priya Dixit, Ph.D.
Political Science



Julia Gohlke, Ph.D.
Population Health Sciences



Deborah Kelly, Ph.D.
Biological Sciences



Leigh-Anne Krometis, Ph.D.
Biological Systems Engineering



Amanda Morris, Ph.D.
Chemistry



Zhange (Nicole) Ni, Ph.D.
Religion & Culture



Sarah Ovink, Ph.D.
Sociology



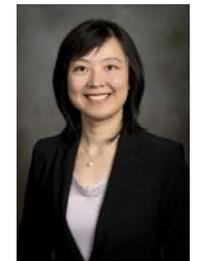
Michelle Rhoads, Ph.D.
Animal & Poultry Sciences



Emily Sarver, Ph.D.
Mining & Minerals Engineering



Natasha Staley, M.F.A.
School of Performing Arts



Jin Xu, Ph.D.
Finance

PROMOTED TO ASSOCIATE PROFESSOR, CONTINUED APPOINTMENT



Tonya Price, Ph.D.
Virginia Cooperative Extension

Photo not available

Julie Griffin, M.L.I.S.
University Libraries



Sunshine Lahmers, Ph.D., DVM
Small Animal Clinical Sciences



Theresa Pancotto, Ph.D., DVM
Small Animal Clinical Sciences



Sheryl Ball, Ph.D.
Economics



Daniela Cimini, Ph.D.
Biological Sciences



Kramer Luxbacher, Ph.D.
Mining & Minerals Engineering



Elizabeth McNair, Ph.D.
Engineering Education

PROMOTED TO PROFESSOR

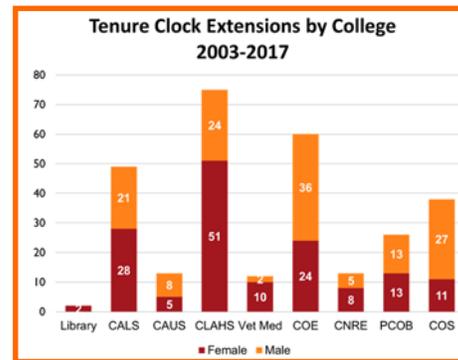
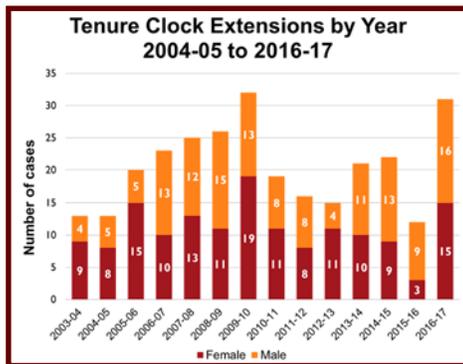
ADVANCEVT WORK/LIFE INITIATIVES

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 2017 assessment are described and depicted below.

EXTENSION OF TENURE CLOCK

- Between 2004-2005 and 2016-2017, a total of 288 tenure clock extensions were granted for 134 female faculty and 123 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 (170 requests), personal issues such as serious illness (82 requests), and professional issues such as lack of appropriate laboratory space (56 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

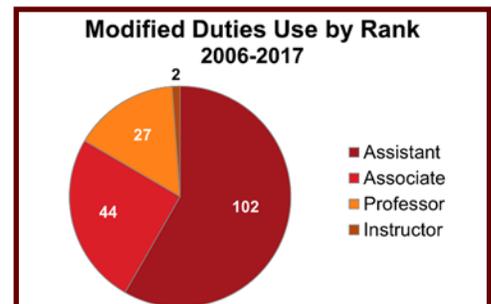
MODIFIED DUTIES

◆ During the first eleven years of the modified duties policy (2006-07 through 2016-17), 175 requests for modified duties were granted involving 88 female faculty and 57 male faculty (24 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 (58 requests), the College of Engineering (59 requests), and the Pamplin College of Business (23 requests) account for 140 of the 175 requests.

◆ The modified duties policy has been utilized by pre-tenure and tenured faculty members in all ranks. Approximately 58% of faculty requests have been made by assistant professors, 25% by associate professors, 16% by professors, and 1% by senior instructors.

◆ The most common reasons for requesting modified duties were child-related (122 requests), family health/other (27 requests), and personal health (26 requests).



FUTURE FACULTY PROGRAM AIMS TO INCREASE NUMBER OF FACULTY HIRES FROM UNDERREPRESENTED GROUPS

The Virginia Tech Future Faculty Development program is a two-day event for a small group of doctoral students and post-doctoral scholars interested in pursuing academic careers. The objectives of the program are to:

- Enhance the faculty pipeline by establishing and developing significant meaningful relationships with prospects, especially scholars traditionally underrepresented in their fields.
- Provide the opportunity for participants to gain a greater awareness of Virginia Tech, which will enhance their ability to envision themselves as members of our community.
- Develop a network of new scholars in priority research areas.

The goals of this program align with the university goals of increasing the number of new tenure-track faculty hires from underrepresented groups. Using a cohort-based approach to this program also creates a network of new faculty to provide continued support and encourage transdisciplinary collaboration that will help these new faculty be successful.



Virginia Tech department heads and faculty are invited to nominate potential participants who are then invited to apply. In 2017, thirty-five individuals were nominated, and a total of 102 applications received, 25 from nominations and the rest without a nomination. Twelve participants were invited to attend. Of those, four have been hired into positions at Virginia Tech, in addition to a past participant who joined the tenure-track faculty this year.

The 2018 program is currently underway with an increase in both nominations (45 this year) and applications (135 this year). The program will be held on January 8-11, 2018.

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.

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

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 2016-17, 139 dual career faculty hires were facilitated by this program. The overall retention rate for these employees as of July 2017 was 81%.

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