

### EVENT HIGHLIGHTS: SPRING 2016

#### INSIDE THIS ISSUE:

**ADVANCING DIVERSITY WORKSHOP REPORT** 2

**WOMEN'S CAUCUS & NCFDD PROGRAM** 3

**FUTURE FACULTY PROGRAM REPORT** 4

*AdvanceVT*  
Peggy Layne—Director  
Maureen McCusker—GA  
Ryan Rideau—GA  
Kathy Murphy—Assistant

330 Burruss Hall  
Mail Code 0132  
800 Drillfield Drive  
Blacksburg VA 24061

Phone: 540.231.9987  
www.advance.vt.edu  
advancevt@vt.edu

*AdvanceVT* would like to thank the National Science Foundation (Grant # HRD 0244916) and 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.

#### 2016 Advancing Diversity at Virginia Tech Conference

The thirteenth annual Advancing Diversity at Virginia Tech workshop was held at the Inn at Virginia Tech and Skelton Conference Center on January 12, 2016. The day began with brief welcome remarks from President Timothy Sands, followed by the keynote address by Dr. Menah Pratt-Clark, Vice Provost for Inclusion and Diversity and Vice President for Strategic Affairs.



Dr. Pratt-Clark's keynote address was followed by four concurrent break-out sessions: Gender and Leadership Development, Disrupting Institutional Racism, Beyond Race and Gender, and Beyond National Boundaries. Each of these sessions focused on current issues related to inclusion and diversity in academia. Outcomes from the conference are found on page 2.

### UPCOMING EVENTS

#### Leadership Lunch Seminar



The second spring leadership lunch is scheduled for Tuesday, April 19, from noon–1:30 pm in Latham Ballroom at the Inn at Virginia Tech. Dr. Karen Roberto, University Distinguished Professor and Director of the Institute for Society, Culture, and Environment will be the featured speaker.

#### Graduate Student Lunch Seminar



The second graduate student lunch seminar for Spring 2015 will be held on Monday, April 25 from 11:30 am–1:00 pm in the GLC, Room F. Dr. Ellen Plummer and Rachel Gabriele will discuss faculty mentoring and developing mentoring relationships.



*Thank you to all our speakers and participants who have made these events possible!*

# TRANSFORMATIONS

## ADVANCING DIVERSITY 2016 ANNUAL WORKSHOP REPORT

### Workshop Attendees

Approximately 336 members of the Virginia Tech community attended the 2016 Advancing Diversity at Virginia Tech workshop. This number does not include those individuals who participated in Virginia Tech's Future Faculty event. Of the 336 people who participated, 171 completed evaluation forms, yielding a response rate of 51%, a 9% increase from last year. Approximately 38% of respondents attended the workshop for the first time, a 2% increase from last year and a 12% increase from 2014. Of the 171 respondents, 166 indicated their relationship with the university. The breakdown of respondents by primary affiliation is presented in the adjacent table.

Primary Affiliation	% of Respondents	# of Respondents
A/P faculty	51%	85
Tenured or tenure-track faculty	17%	29
Staff	17%	29
Instructor	4%	6
Research faculty	4%	7
Other	4%	2
Student	2%	4
Department head	1%	1
Library Personnel	1%	1

### Workshop Ratings

Respondents were asked to rate the value (from 1 = not valuable to 5 = extremely valuable) of specific activities held during the workshop. Mean scores (and standard deviations) for each activity are as follows:

<u>Morning Activities</u>	<u>Average Response</u>
Keynote: Dr. Pratt-Clarke	4.30 (0.86)
<u>Morning Breakouts</u>	<u>Average Response</u>
Gender and Leadership Development	4.15 (0.84)
Disrupting Institutional Racism	3.96 (1.07)
Beyond Race and Gender	3.93 (0.92)
Beyond National Boundaries	4.00 (0.88)
<u>Lunch Sessions</u>	<u>Average Response</u>
Various Authors	3.62 (0.98)
<u>Afternoon Breakouts</u>	<u>Average Response</u>
A Women's Alliance at Virginia Tech	4.21 (1.05)
Disrupting Institutional Racism	3.89 (1.11)
Beyond Race and Gender	4.00 (1.29)
Beyond National Boundaries	3.08 (1.24)
<u>Poster Sessions</u>	<u>Average Response</u>
Various Authors	3.36 (0.90)



**FORMATION OF A WOMEN'S ALLIANCE AT VIRGINIA TECH**

At the 2016 Advancing Diversity Workshop, Anna Lo-Mascolo, co-director at the Women's Center and Mary Beth Dunkenberger, women's community representative to the Commission on Equal Opportunity and Diversity, facilitated a session on the status of women at Virginia Tech. Participants in the session represented a diverse group of faculty, staff, and administrators who gathered to address the needs of women at the university, to highlight Virginia Tech's existing strengths in terms of programs and services, and to identify priority action items for moving the university forward in fostering an inclusive environment in which women can live, learn, and work. At the conclusion of the workshop session, the Virginia Tech Women's Alliance officially formed.

Through feedback gained from the Advancing Diversity Workshop and subsequent Alliance meetings, leaders have worked on crafting a mission statement and objective areas, which may include working in collaboration with campus partners to promote and foster dialogue among caucuses, administration, and all members of the campus community; campus services and programs that address the needs of women; efforts to remove systemic barriers to advancement; equity in hiring, promotion, and compensation; mentoring and networking opportunities, including cross-disciplinary opportunities; access to quality childcare for university employees, students and the broader community; and a positive and inclusive campus climate. The group will continue to refine these statements through dialogue with campus partners and allies.

Interested members of the campus community are welcome to join the ongoing dialogue. Contact members of the Women's Alliance leadership team, including Katrina Powell, Robin Queen, Kimberly Carlson, Chelsea Lyles, Anna LoMascolo, and Mary Beth Dunkenberger.

**NATIONAL CENTER FOR FACULTY DEVELOPMENT AND DIVERSITY (NCFDD)**

Virginia Tech is an institutional member of the National Center for Faculty Development and Diversity (NCFDD). The independent center provides professional development, training, and mentorship opportunities to more than 65,000 members representing colleges and universities in the United States. The center focuses on helping faculty, particularly underrepresented faculty, successfully make the transition from graduate student to professor.

To find out more about NCFDD, activate an individual membership, and access resources, visit:

[http://www.provost.vt.edu/faculty\\_affairs/faculty\\_development/ncfdd/index.html](http://www.provost.vt.edu/faculty_affairs/faculty_development/ncfdd/index.html)



FUTURE FACULTY DEVELOPMENT PROGRAM 2016

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 Virginia Tech’s faculty pipeline by establishing and developing relationships with prospects, especially those from groups underrepresented in the professoriate, such as minorities and women;
- Provide participants with a greater awareness and understanding of Virginia Tech, to enhance their ability to envision themselves as members of our community; and
- Develop a network of new scholars in priority research areas.



*AdvanceVT is an initiative created with support from the National Science Foundation to increase the representation and advancement of women in academic science and engineering careers by changing institutional culture and practices. Virginia Tech is now in the process of incorporating aspects of AdvanceVT across the institution to benefit all faculty members.*

To date, ten participants have been hired into faculty positions at Virginia Tech.

The seventh annual Virginia Tech Future Faculty Development Program took place on January 11-14, 2016, with 13 participants from various universities across the U.S. The program included a series of seminars designed to help them prepare for faculty careers, meetings with host departments, and networking opportunities with university deans and senior administrators. A majority of participants were very satisfied with the program and agreed that the program helped them gain greater insights into faculty careers.

*Elements of AdvanceVT include:*

*Recruitment and Retention*

*Networking and Mentoring*

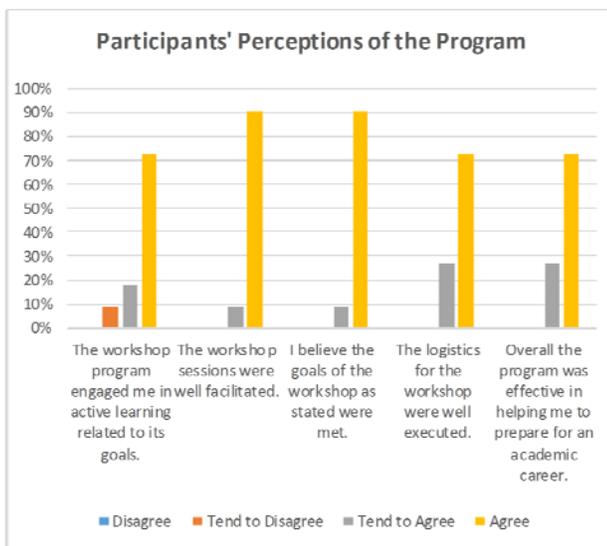
*Building a Supportive Community*

*Preparing the Future Professoriate*

*AdvanceVT publishes university statistics annually and newsletters each term. To view previous newsletters and university statistics, please visit [www.advance.vt.edu](http://www.advance.vt.edu)*

**Comments from Participants**

- “I do not think there needs to be any improvements to the program. I only wish that you keep [the program] the same because it was the best program experience and far more valuable than similar programs that I have attended.”
- “The workshops were very valuable, and meeting with so many people representing various levels and position types at VT was an informative and enjoyable experience. The dinners were also a surprisingly useful experience. They were just intimate enough to be fun with enough people at the table to have a diverse and balanced conversation.”



**Call for 2017 Nominations**

Virginia Tech faculty are invited to nominate participants for next year’s Future Faculty program.

For more information visit:

<http://www.provost.vt.edu/futurefaculty>