The sixth annual *Advancing Diversity at Virginia Tech* workshop will be held at the Inn at Virginia Tech and Skelton Conference Center. All members of the university interested in issues of academic diversity are invited to attend. Please see p. 2 & 3 of the newsletter for more information on the speakers and agenda.

**Friday, January 23, 2009**

Alice Eagly, Professor, Social Psychology, Northwestern University, will be presenting on Women as Leaders: Negotiating the Labyrinth. Faculty, staff and students are invited to attend.

**Thursday, February 19, 2009**

A Leadership Lunch with Associate Deans Jennifer Hodgson, Glenda Scales, Nancy Ross, and Debra Stoudt, will be held at the Inn at Virginia Tech. The speakers will hold an informal discussion with attendees on issues of leadership, career trajectory, and personal experiences with leadership roles. Faculty and administrators are invited to attend.

**Monday, March 2, 2009**

Geraldine Richmond, Richard M. and Patricia H. Noyes Professor of Chemistry, University of Oregon, will speak on Women as Leaders in the Scientific Enterprise. All are invited to attend.

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The 2008 *AdvanceVT* Faculty Work-Life survey was sent to all full-time instructional faculty in mid-September. There were a total of 793 responses to the survey, a 55% response rate. For the *Advancing Diversity* workshop in January 2009, the initial analysis of the survey responses focused on a comparison with the 2005 faculty survey. A subset of questions assessed perceptions of equity and fair treatment regardless of race, gender, sexual orientation and disability. The male, female and pre-tenure faculty responses indicate that the climate for diversity has improved over the past three years.

**Climate for Diversity: by year, gender and tenure status**

![Graph showing climate for diversity by year, gender and tenure status](image-url)
8:30 am  Registration and Continental Breakfast

9:00 am  Welcome and Introductions
         Mark McNamee, Senior Vice-President and Provost, Virginia Tech
         Kevin McDonald, Vice-President for Equity and Inclusion, Virginia Tech

9:45 am  AdvanceVT Faculty Work-Life Survey Findings
         Elizabeth Creamer, AdvanceVT Assessment Director

10:45 am  Break

11:00 am  Keynote: Building Capacity for Inclusive Excellence
         Alma Clayton-Pedersen, Vice-President for Education and Institutional Renewal, Association of American Colleges and Universities

12:00 pm  Lunch

1:00 pm  Keynote: An Introduction to Bias Literacy
         Daryl Chubin, Director, AAAS Center for Advancing Science and Engineering Capacity
         Ruta Sevo, former NSF Program Director

2:00 pm  Break

2:15 pm  Workshops

•  Bias Literacy: Part Two
•  Curriculum Transformation Panel
•  Faculty Mentoring: Perspectives of Mentors and Mentees
•  Building Capacity for Inclusive Excellence: Discussion
•  Staff Perspectives on Diversity: Walking our Words

3:45 pm  Networking Reception and Poster Presentations

4:30 pm  Adjourn
This year’s agenda for the 6th annual Advancing Diversity at Virginia Tech workshop boasts many nationally renowned speakers. Topics covered by this year’s keynotes will include issues of women and minorities in science and engineering, diversity in academe, and research on core concepts in discrimination.

Keynote Speaker: **Alma R. Clayton-Pedersen**

National leader on issues of institutional change, particularly sustainability, diversity and excellence, and collaborative leadership. Consulting expertise on diversity, success of underrepresented students, policy, organizational learning, and program development and evaluation. Director of AAC&U’s Network for Academic Renewal, Greater Expectations Institute, and several projects linking academic excellence and diversity. Fifteen years campus-based experience, including directing a significant number of studies on student engagement and campus services.

Keynote Speaker: **Daryl E. Chubin**

Daryl Chubin is the founding Director of the Center for Advancing Science & Engineering Capacity, at the American Association for the Advancement of Science (AAAS). Former posts include Senior Policy Officer for the National Science Board at the National Science Foundation (NSF); Division Director for Research, Evaluation and Communication in NSF’s Directorate for Education and Human Resources and Assistant Director for Social and Behavioral Sciences (and Education) at the White House Office of Science and Technology Policy.

Keynote Speaker: **Ruta Sevo**

Ruta Sevo has special expertise in information, research, and policy related to the participation of women in science and engineering. She was a Program Director for Research on Gender in Science and Engineering at the National Science Foundation from 1998 through 2005. She managed the funding and oversight of about 100 research and education grants at and delivered many presentations and analyses at the national policy level on science and engineering human capital and resource development. Prior to that, she was an executive level information technology manager and specialist for over 18 years, covering technology assessment, systems planning, applications development, and customer support in the complex application environments of federal agencies.

*To register for this year’s workshop, please visit [www.advance.vt.edu](http://www.advance.vt.edu)*
Dr. Jennifer L. Hodgson, an associate professor of microbiology in the Department of Biomedical Sciences and Pathobiology, was named the associate dean for professional programs in the Virginia-Maryland Regional College of Veterinary Medicine. In her new role, Hodgson will oversee the curriculum and administration of the DVM program in the college. She will also continue her teaching responsibilities in veterinary microbiology.

Marie C. Paretti, assistant professor in the Department of Engineering Education at Virginia Tech, earned a $405,308 National Science Foundation (NSF) Faculty Early Career Development (CAREER) award for her research regarding the experience of engineering capstone design courses both for students and faculty.

Innovative work on a new type of heart stent sensor earned Nakhiah Goulbourne, assistant professor of mechanical engineering at Virginia Tech, a National Science Foundation Faculty Early Career Development (CAREER) award. The focus of Goulbourne’s research is the development of specific models and experiments to describe what happens to a human artery equipped with a stent that has a unique type of in situ polymer strain-sensing device.

Jill C. Sible, associate professor of biological sciences, was named associate dean for curriculum, instruction, and advising for the College of Science at Virginia Tech. Sible came to the university in 1998 as an assistant professor with a research focus in cellular biology. While at the university, Sible has secured more than $2.4 million in research and education grants.

Leyla Nazhandali, an assistant professor in the Bradley Department of Electrical and Computer Engineering in Virginia Tech’s College of Engineering, was the recipient of a 2008 National Science Foundation Faculty Early Career Development (CAREER) award. Nazhandali received the award for her proposed work entitled, “Overcoming Power Challenges in Embedded System Design with Subthreshold-Voltage Technology.”

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

Go to [www.advance.vt.edu](http://www.advance.vt.edu) to learn more about the initiative.