

VIRGINIA TECH'S 2ND ANNUAL FUTURE FACULTY PROGRAM

On January 10-13, 2011, Virginia Tech hosted its 2nd Annual Future Faculty Program. This initiative was a recommendation of the university's Task Force on Race and the Institution and was developed with funding from the Office of the Provost. The Future Faculty Program was designed to enhance the faculty pipeline by developing relationships with prospective candidates, especially those from groups underrepresented in the professoriate such as minorities and women.



For the 2011 event, 12 doctoral students and postdoctoral scholars from across the country were invited to the Blacksburg campus to learn more about Virginia Tech and preparing for faculty positions. In addition to these participants from external institutions, 12 Virginia Tech doctoral students and postdoctoral scholars were also invited to participate. This year's participants were selected from a group of students and scholars nominated by faculty members and departments at Virginia Tech, and comprised a diverse group in terms of gender, race, geographic region, and field of study. The following universities were represented by 2011 Future Faculty participants: Arizona State University; Clemson University; Georgia Tech; Loyola University Chicago; Memorial Sloan-Kettering Cancer Center; Old Dominion University; Syracuse University; Texas A&M University; University of California, Berkeley; and University of Washington.

During their stay at Virginia Tech, participants from external institutions were matched with host departments. This enabled participants to tour research facilities, meet with department heads and faculty members to gain a greater awareness of research and teaching opportunities in their field, and discuss career prospects, research interests, and academic work.

Future Faculty participants also had the opportunity to interact with Virginia Tech deans, administrators, and faculty members in sessions such as "The Changing Roles and Responsibilities of Faculty Members" and "The Academic Job Search."

The Office of the Provost would like to thank the following departments for hosting 2011 Future Faculty participants from external institutions: Biological Sciences; Chemistry; Civil and Environmental Engineering; Computer Science; Engineering Education; English; Management; and Mechanical Engineering.

Future Faculty Program Objectives

- Enhance the faculty pipeline by establishing and developing significant meaningful relationships with prospects, especially those from groups underrepresented in the professoriate, such as minorities and women.
- Provide the opportunity for prospects 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 faculty candidates who could be recruited for future vacancies.

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.

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 bimonthly. To view previous newsletters and university statistics, please visit www.advance.vt.edu

advanceVT

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TRANSFORMATIONS

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AdvanceVT

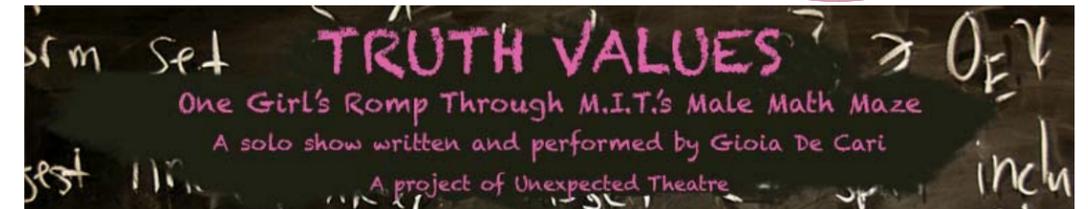
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UPCOMING EVENTS: SPRING 2011



Wednesday, March 2, 2011

3:30 pm—5:00 pm, Squires Studio Theatre

Created as a response to former Harvard President Lawrence Summers' now infamous suggestion that women are less represented than men in the sciences because of innate gender differences, *Truth Values: One Girl's Romp Through M.I.T.'s Male Math Maze* is a true-life tale that offers a humorous, scathing, insightful, and ultimately uplifting look at the challenges of being a professional woman in a male-dominated field. Over the course of the 75-minute solo show, writer/performer and "recovering mathematician" **Gioia De Cari** brings to life more than 30 characters in a hilarious and deeply touching performance that has earned raves from critics and stirred audiences to standing ovations. Due to limited seating, tickets are required for this event. Tickets for *Truth Values* are available at no charge from the UUSA Box Office.

Truth Values Panel Discussion

Immediately following the performance, Squires Studio Theatre

Panelists: **Ennis McCrery**, Graduate Student Ombudsperson; **Barbara Ryder**, Department Head, Computer Science; and **Bud Brown**, Alumni Distinguished Professor, Mathematics

Leadership Lunch Seminars

Rotator Positions with Federal Agencies

Monday, February 14, 2011

12:00 pm—1:30 pm

Inn at Virginia Tech, Old Guard

Join us for a panel discussion with faculty and administrators who have held rotator positions or served as fellows for federal agencies. Panelists include Associate Professor **Maura Borrego** and Professors **Diana Farkas**, **Janis Terpenney**, and **Bevlee Watford**.

Cynda Ann Johnson, M.D., M.B.A.

Wednesday, April 6, 2011

12:00 pm—1:30 pm

Inn at Virginia Tech, Latham Ballroom B

Join us for a discussion with **Cynda Ann Johnson**, President and Founding Dean of the Virginia Tech Carilion School of Medicine. Dr. Johnson will update attendees on new developments and future directions for the school, as well as field questions from the audience.

VirginiaTech
Invent the Future

Registration for upcoming lunches is available at www.advance.vt.edu.

2009-2010 COACHE SURVEY RESULTS – CLIMATE, CULTURE, AND COLLEGIALITY

During the fall 2009 semester, 211 of 307 eligible pre-tenure faculty members at Virginia Tech completed the 2009-2010 Collaborative on Academic Careers in Higher Education (COACHE) Tenure-Track Faculty Job Satisfaction Survey. The COACHE survey is administered to junior faculty members at colleges and universities across the nation and provides university administrators with information that is designed to improve faculty recruitment and retention efforts.

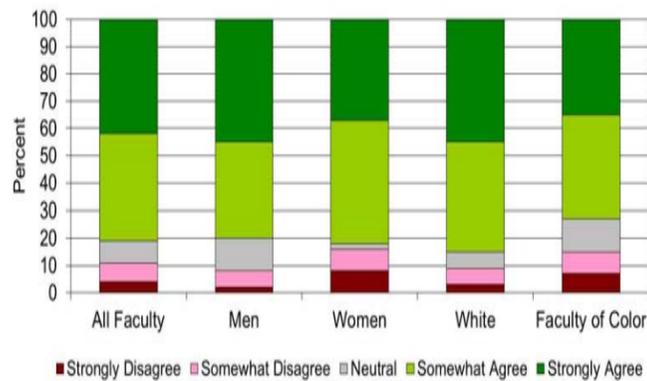
Virginia Tech’s 2009-2010 COACHE survey results not only include the perceptions of Virginia Tech faculty members, but how Virginia Tech ranks in comparison to five pre-selected peer institutions that also participated in the 2009-2010 COACHE administration. Virginia Tech chose the following universities to serve as peer institutions: Iowa State University, North Carolina State University, University of Illinois at Urbana-Champaign, University of Missouri at Columbia, and Washington State University. A total of 103 universities participated in the survey during the 2009-2010 academic year.

Virginia Tech’s COACHE survey results are being shared with the university community at a variety of forums during the 2010-2011 academic year, including a series of articles in the *AdvanceVT* TRANSFORMATIONS newsletter. The second topic in this series is climate, culture, and collegiality.

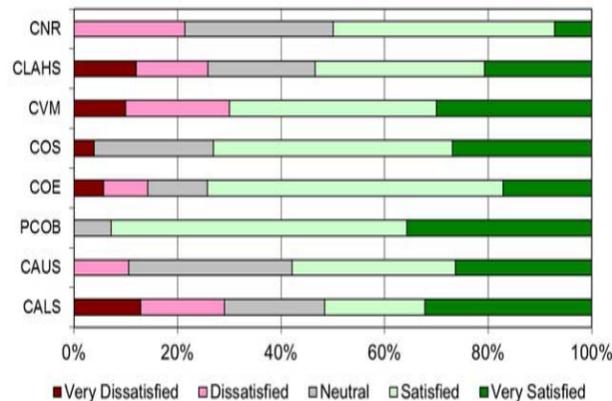
An area of strength for Virginia Tech, meaning that the university scored first or second among its peers and in the top quartile of all universities, is peer reviews of teaching or research. Areas of concern, meaning that Virginia Tech scored fifth or sixth among its peers and in the bottom quartile of all universities, were formal mentoring; the amount of professional interaction with colleagues; fit within a faculty member’s academic department/institution; and the intellectual vitality of tenured colleagues.

Overall, pre-tenure faculty perceived Virginia Tech to be a collegial institution. The chart below left shows that male faculty were slightly more likely than female faculty, and White faculty were somewhat more likely than faculty of color, to agree with this perception.

ON THE WHOLE, MY INSTITUTION IS COLLEGIAL



FACULTY SATISFACTION WITH FIT BY ACADEMIC COLLEGE



The chart above right demonstrates that pre-tenure faculty satisfaction with “how well you fit (e.g., your sense of belonging, your comfort level) in your department/at your institution” varied considerably by academic college. For example, only 50% of pre-tenure faculty in the College of Natural Resources and Environment indicated that they were either “satisfied” or “very satisfied” with how well they fit compared with 93% of pre-tenure faculty in the Pamplin College of Business.

2009-2010 COACHE SURVEY RESULTS – CONTINUED CLIMATE, CULTURE, AND COLLEGIALITY

While responses differed by gender on some survey dimensions, the biggest differences were between White faculty and faculty of color. For example, faculty of color at Virginia Tech rated their satisfaction with the following survey dimensions at least 10% lower than White faculty: informal mentoring; opportunities to collaborate with tenured faculty; value faculty in your department place on your work; amount of personal interaction with tenured colleagues; and participation in the governance of your department. In contrast, female faculty rated only one of these survey dimensions – the amount of professional interaction with tenured colleagues – at least 10% lower than male faculty.

The following figure compares satisfaction levels of White faculty and faculty of color related to key aspects of department climate.

FACULTY SATISFACTION WITH ASPECTS OF DEPARTMENT CLIMATE

% satisfied or very satisfied with:	White Faculty	Faculty of Color
... opportunities to collaborate with tenured faculty	61%	38%
... value faculty in your department place on your work	62%	50%
... amount of personal interaction with tenured colleagues	62%	47%
... participation in governance of your department	69%	52%

Relationships with senior colleagues were not only a concern for faculty of color, but for junior faculty respondents at Virginia Tech as a whole. The chart below shows how the perceptions of junior faculty at Virginia Tech compared with the university’s five peer institutions and the 103 universities that participated in the 2009-2010 COACHE survey administration.

RELATIONSHIPS WITH SENIOR COLLEAGUES IN THE DEPARTMENT

Your level of satisfaction with:	% Satisfied	% Unsatisfied*	Peer Rank	National %tile
... amount of <i>professional</i> interaction with senior colleagues in your department	50	23	6 th	34%
... the amount of <i>personal</i> interaction with senior colleagues in your department	58	16	3 th	27%
... the intellectual vitality of senior colleagues in your department	48	31	6 th	24%
... how well you fit in your department/at your institution	63	18	5 th	15%

* Percentage does not equal 100% due to respondents who selected neither satisfied nor unsatisfied.

Improving department climate was a major focus of *AdvanceVT* over the life of the National Science Foundation’s ADVANCE Institutional Transformation Grant and remains an important emphasis for *AdvanceVT* and the Office of the Provost.