



# advanceVT

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*Increasing the representation and advancement of women in academic science and engineering careers*

## Upcoming Events Winter & Spring 2006

### **AdvanceVT 3<sup>rd</sup> Annual Advancing Women at Virginia Tech Workshop in conjunction with the Mid-Atlantic Conference on the Scholarship of Diversity**

February 2 & 3, 2006  
Skelton Conference Center

What drives faculty satisfaction? What do Virginia Tech faculty members think about work/life balance? What are other research universities doing to address the changing nature of faculty careers? You are invited to participate in *AdvanceVT's* third annual Advancing Women at Virginia Tech workshop, held this year in conjunction with the Mid-Atlantic Conference on the Scholarship of Diversity. [Registration required.](#)

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### **Leadership Development Seminar: The Roles of Provosts and Deans**

February 24, 2006  
Noon – 2:00 pm  
Skelton Conference Center

Join University Provost Mark McNamee, Dean Sharon Quisenberry of the College of Agriculture and Life Sciences, and Associate Dean Ed Henneke of the College of Engineering for lunch and an informal discussion of the roles, responsibilities, and rewards of academic administrators. [Reservations required.](#)

### **Leadership Development Seminar: The Roles of Department Heads and Center Directors**

March 17, 2006  
7:30 – 9:30 am  
Skelton Conference Center

Join Jack Finney, Ishwar Puri, Valerie Hardcastle and Elaine Scott for breakfast and a discussion of the roles of department heads and research center directors at Virginia Tech. [Reservations required.](#)

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## ***AdvanceVT Teams up with Multicultural Affairs for 3<sup>rd</sup> Annual Conference***

*AdvanceVT's* Advancing Women at Virginia Tech Workshop will be partnering with the Mid-Atlantic Conference on the Scholarship of Diversity (MACSD), hosted by the Office of Multicultural Affairs at Virginia Tech, to be held at the Inn at Virginia Tech, February 2 – 3, 2006. The Mid-Atlantic conference showcases diversity as a critical and valued area of scholarship and research. It is for those studying and/or committed to issues related to race, gender, culture, class, sexual orientation, and disability.

*... We affirm the inherent dignity and value of every person and strive to maintain a climate for work and learning based on mutual respect and understanding.*

*... We affirm the value of human diversity because it enriches our lives and the University. We acknowledge and respect our differences while affirming our common humanity.*

- Virginia Tech Principles of Community

Register for the 3<sup>rd</sup> Annual Advancing Women at Virginia Tech Workshop !

[www.advance.vt.edu](http://www.advance.vt.edu)

### **Keynote Address**

The keynote address for the 3rd Annual Advancing Women at Virginia Tech Workshop and Mid-Atlantic Conference on the Scholarship of diversity will be given by Dr. Robert Jones, Senior Vice President of Systems Administration at the University of Minnesota. He is a strong leader for diversity initiatives locally, nationally, and internationally. He spearheaded efforts to provide better access for international students, developed support systems to help retain students of color, and initiated programs to recruit and retain faculty of color. His address will focus on the recruitment and retention of minorities in higher education.



According to his biography, Vice President Jones has 27 years of experience at the University of Minnesota. He is a professor of Agronomy and Plant Genetics and an internationally recognized authority on plant physiology, and has published more than 100 scientific papers, manuscripts, and abstracts. He conducts research on stabilizing grain yields of maize against environmental stresses. He has been a visiting professor and featured speaker in North America, Europe, Asia, and Africa, and served as an academic and scientific consultant for Archbishop Tutu's South African Education Program. He is also a fellow of the American Society of Agronomy, the Crop Science Society of America, and the TIAA CREF Institute.

Jones has also held administrative positions at the University for the past 18 years, including vice president and executive vice provost for faculty and academic programs, vice president for campus life, interim vice president for student development, vice provost for faculty and academic personnel, and assistant to the associate vice president for multicultural affairs. His leadership responsibilities have included academic affairs, faculty development, promotion and tenure, institutional strategic and budget planning, community economic development, multicultural affairs, and student academic support services, and public engagement and outreach.



*"Three federal agencies are using a tool that transformed the gender composition of college athletics to investigate gender equity in academic science. The National Science Foundation, the National Aeronautics and Space Administration, and the Department of Energy are reviewing college mathematics, science, and engineering departments to check their compliance with Title IX of the Education Amendments of 1972. The law — which is best known for fostering the growth of women's sports on campuses — also applies to academic programs but has rarely been used that way. It bans institutions that receive federal money from discriminating on the basis of gender."*

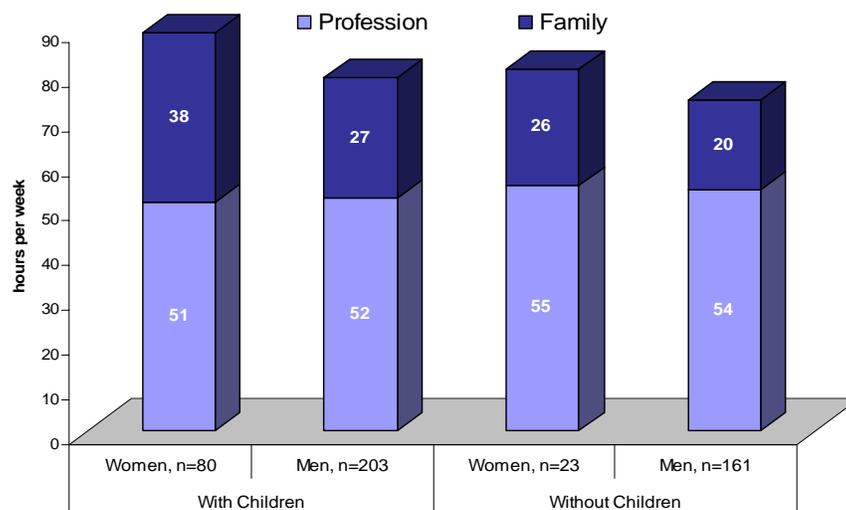
- Looking for Gender Equity in the Lab, The Chronicle of Higher Education, January 20, 2006

## Virginia Tech Faculty Work-Life Survey: Work-Life Issues Data Report

Responses to the *AdvanceVT* 2005 Work-Life Survey indicate that a significant percentage of faculty respondents do not perceive that Virginia Tech cares about the family and home life of its faculty. Differences on this item were not significant by gender or ethnicity. Below are some of the surprising results of the survey regarding work-life issues at Virginia Tech.

- 61% of faculty respondents agreed that it is difficult to have a personal life and earn tenure and be promoted, with female respondents significantly more likely to agree than men.
- 47% of faculty respondents agreed that personal or family responsibilities have slowed their advancement at Virginia Tech, with significantly more women than men agreeing.
- 47% of faculty respondents agreed that professional demands have forced them to make unreasonable compromises about personal or family responsibilities, with women being significantly more likely than men to agree.

**Figure 1: Average number of hours tenured and tenure track faculty reported spending on activities related to their profession and to their family responsibilities, by gender. (n=467)**



- According to the survey, women without children reported devoting the most hours per week to professional activities (55 hours). However, women with children devote the most hours per week meeting professional and family responsibilities (89 hours).
- Time demands vary by rank. Full professors reported less time spent on research (18 hours per week) than associate and assistant professors (25 hours per week). Full professors also reported spending less time on personal and family responsibilities (23 hours per week) compared to associate and assistant professors (25 hours per week).

Please visit [www.advance.vt.edu](http://www.advance.vt.edu) for the full results of the survey.



## 2006 Faculty Development And Support Opportunities

*"Between 2001 and 2004, women have increased from 8.9% to 10.4% of total tenured and tenure-track faculty in engineering. At 18%, the largest portion is at the assistant professor level. Full professors account for slightly less than 6%".*

- Women Engineering Faculty, ASEE PRISM January 2006

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### **AdvanceVT Doctoral Fellowships**

**Deadline: January 27th, 2006**

Fellowships for Ph.D. students in the sciences and engineering who aspire to pursue an academic career.

### **AdvanceVT Research Seed Grants**

**Deadline: January 27th, 2006**

Seed grants for untenured, tenure track faculty members to assist them in preparing and submitting a proposal for external research funding. Faculty in the Colleges of Science, Engineering, Agriculture & Life Sciences, Natural Resources, and Veterinary Medicine are eligible.

### **AdvanceVT Leadership Development Program**

**Deadline: January 27th, 2006**

The *AdvanceVT* Leadership Development Program will select a second cohort of women faculty from across the university who demonstrate an interest in and potential to assume leadership roles. Participants will develop individualized plans based on 360 degree assessments, build leadership skills through workshops and coaching, and prepare for additional leadership responsibilities.

### **AdvanceVT Colloquia: AdvanceVT Scholars**

**No deadline, proposals accepted on an ongoing basis.**

Funding is available to invite potential faculty candidates, especially mid- or early-career faculty, post-doctoral researchers and advanced graduate students, for short campus visits, to attract their interest in future faculty positions.

**Please visit our website, [www.advance.vt.edu](http://www.advance.vt.edu), for more information on these funding opportunities!**