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

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## Advance at Virginia Tech

*AdvanceVT* is a comprehensive program to promote and enhance the careers of women in science and engineering (S&E) at Virginia Tech. The program includes major elements addressing institutional barriers that have constrained the advancement of women faculty members in S&E and targeting institutional culture, practices, and leadership development needs specific to Virginia Tech.

## Funding for Visiting Scholars

*Recommendations are invited for speakers who reflect or support the goals of AdvanceVT. Proposals will be accepted at any time, and are strongly encouraged in late summer/early fall.*

### **AdvanceVT Colloquia: Distinguished Lectures**

Funding is available to bring outstanding, nationally and internationally recognized speakers to Virginia Tech for a public lecture, reception, and private meetings with faculty, students, and administrators.

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

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 possible future faculty positions.

## AdvanceVT Visiting Scholar

Caroline Lasser, doctoral candidate at the Technical University of Munich, will visit Virginia Tech the week of March 22. In addition to presenting a colloquium in the Math Department on March 26 about her research on energy level crossings in molecular quantum mechanics, she will also meet with graduate students in science and engineering for an informal pizza lunch on Wednesday, March 24, to share experiences and career aspirations.

## Child Care Survey update



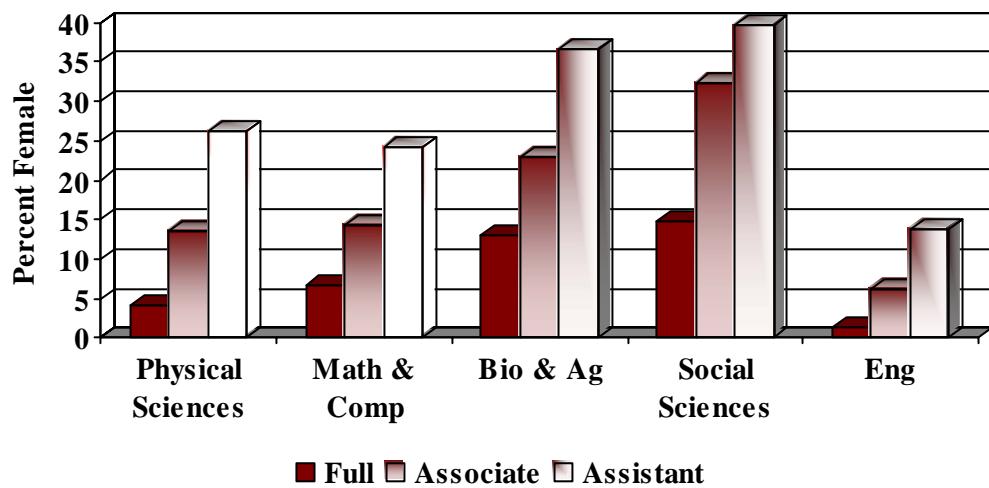
Over 1300 responses have been received to the child care survey distributed last month. We are now in the process of compiling the responses in order to evaluate the need for child care at Virginia Tech and the best ways for the university to assist in meeting that need. The findings will be shared with the university community and leadership.

"Higher education will play a determining role in shaping the size and composition of the U.S. science and engineering workforce. The core test will be whether America's colleges and universities make long-term institutional commitments to diversity in fields that have been outliers from broadening participation in American education and society."

- *A Bridge for All: Higher Education Design Principles to Broaden Participation in Science, Technology, Engineering, and Mathematics*, Feb 2004

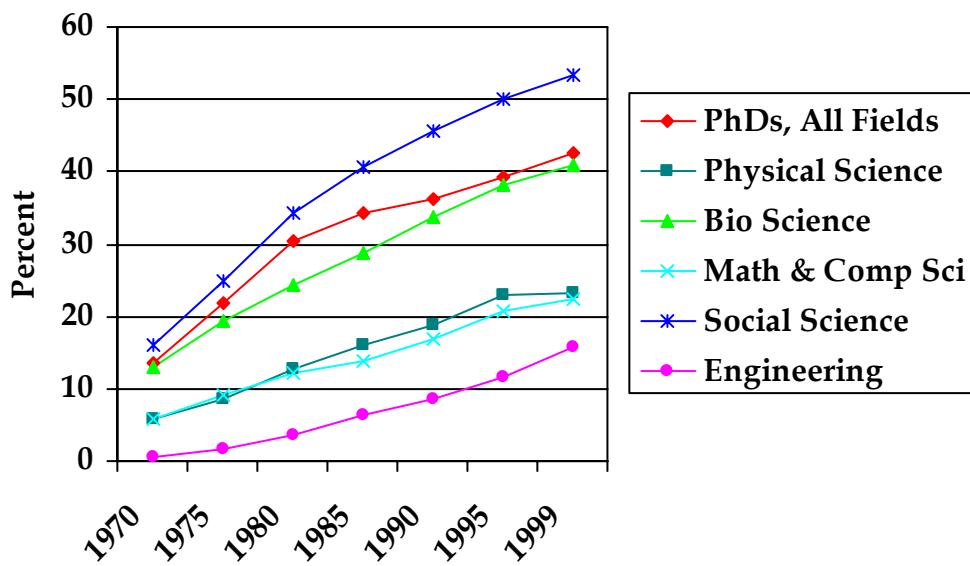
# Women Science and Engineering Faculty Nationwide, by Rank

Source: CPST/NSF, 1997



## Doctoral Degrees Earned by Women in U.S. Institutions, by Field: 1970-1999

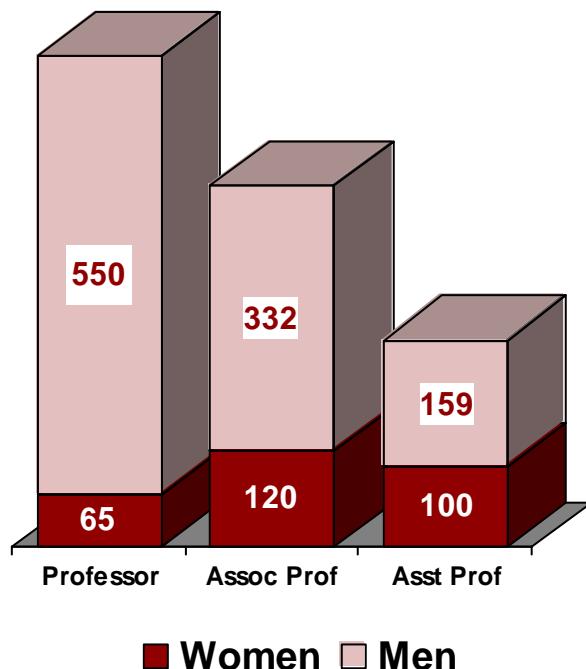
Source: NSF Science & Engineering Indicators, 2002



Proportion of Women Faculty at Virginia Tech by Rank, 2003

Professor: 10.6%  
Assoc. Prof: 26.6%  
Asst. Prof: 38.6%

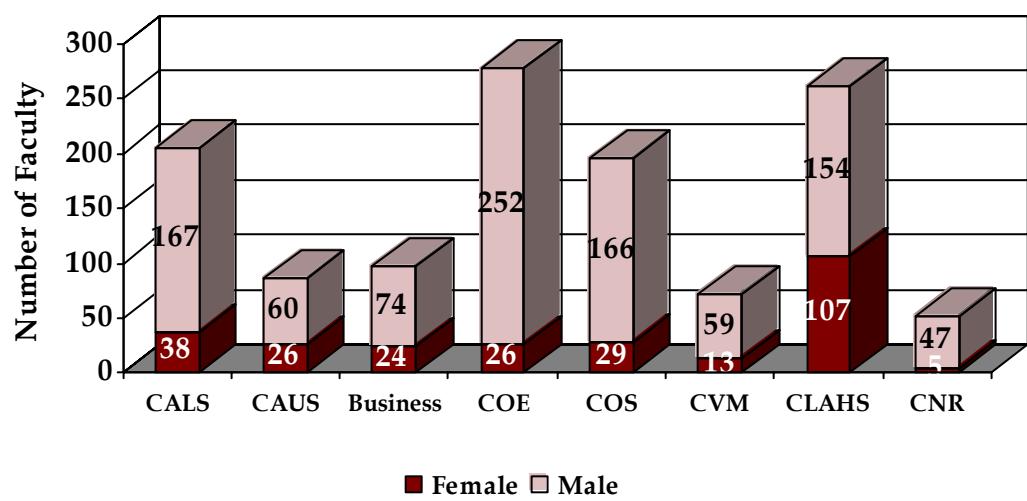
## Virginia Tech Faculty by Rank and Gender



*"I am seen as a woman, and not as an expert in my field. On committees I am asked things like, 'Would women like this?' or 'How would women feel about that?'. "*

- female associate professor at Virginia Tech

## Tenured and Tenure Track Faculty at Virginia Tech, by College



## *Ask Gail*

Virginia Tech's Advance proposal describes the experiences of "Gail", a fictitious female junior faculty member in engineering, and how her relationships with her male peers change as a result of Advance program activities.

"Gail" has taken on a life of her own as a metaphor for the Advance program. The AdvanceVT Team offers its collective wisdom about being a woman in science and engineering to anyone who would like to send a question to [AskGail@vt.edu](mailto:AskGail@vt.edu).

Comments and observations are also welcome. Please be sure to indicate if the response should be confidential, otherwise questions and responses will be posted on the AdvanceVT web site.

# AdvanceVT Faculty Development and Support Opportunities

The overall goal of the National Science Foundation's ADVANCE program is to get more women involved in the scientific and engineering workforce by increasing the representation of women in academic science and engineering careers at all levels, particularly in leadership roles. Virginia Tech's five-year ADVANCE institutional transformation grant provides funding for activities that contribute to the increased participation and advancement of women in science and engineering.

Applications and proposals for AdvanceVT's first doctoral, post-doctoral, and leadership fellowships and research development seed grants are currently being evaluated, and the recipients of 2004-2005 funding will be announced later this month.

The following opportunities will be available for 2005-06:

Funding Opportunity	Deadline
<b>AdvanceVT Doctoral Fellowships</b> Two one-year doctoral fellowships (GRA stipend and tuition waiver) for students in the final year(s) of their Ph.D. studies; one in a science, one in engineering. Nominees should reflect or support the goals of AdvanceVT and intend to pursue a faculty career.	Jan 14, 2005
<b>AdvanceVT Post-Doctoral Fellowships</b> At least two one-year post-doctoral fellowships in the Colleges of Science and Engineering. Nominations by proposed faculty mentors should reflect or support the goals of AdvanceVT.	Jan 14, 2005
<b>AdvanceVT Research Development Grants</b> Seed grants to junior faculty members to assist them in preparing and submitting a proposal for external research funding. Preference will go to faculty in the Colleges of Science and Engineering.	Jan 28, 2005
<b>AdvanceVT Leadership Fellowships</b> Two fellowship opportunities for faculty members interested in pursuing academic or technical leadership positions. Preference will go to faculty in the Colleges of Science and Engineering.	Jan 28, 2005

*Detailed descriptions and application information can be found at  
[www.advance.vt.edu](http://www.advance.vt.edu).*