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## Upcoming Events: Spring 2013

### Advancing Diversity at Virginia Tech 2013 Tuesday, January 15, 2013

The tenth annual Advancing Diversity at Virginia Tech workshop will be held from 8:30 am to 3:00 pm at the Inn at Virginia Tech and Skelton Conference Center. This event is open to the university community at no charge.

Please register by December 21st at [www.advance.vt.edu](http://www.advance.vt.edu)

### Keynote Speaker

This year's keynote speaker will be University of Kansas Chancellor Bernadette Gray-Little. A highly regarded scholar, teacher and university leader, Gray-Little began her tenure as the 17th chancellor of the University of Kansas in 2009. She previously served as executive vice chancellor and provost at the University of North Carolina at Chapel Hill. A professor of psychology, she rose to the post of UNC's chief academic officer after successive administrative appointments, including dean of the College of Arts and Sciences. While at UNC, she earned a reputation as a champion for the highest quality educational experience for students and a strong advocate for faculty and for research.



Chancellor Bernadette Gray-Little

### Afternoon Sessions

The afternoon sessions will address LGBTQ issues on campus, Appalachian culture, dealing with different abilities, diversity in the curriculum, and challenges and strategies for mid-career women faculty. Participants are invited to display posters describing diversity activities on campus.

Sponsored by AdvanceVT, the Office of the Senior Vice President and Provost, and the Office for Diversity and Inclusion.

Starting in 2004, AdvanceVT hosted annual "Advancing Women at Virginia Tech" workshops. Since 2008, the workshops have been co-sponsored by the Office for Diversity and Inclusion, and are now entitled "Advancing Diversity at Virginia Tech." Speakers have included Virginia Valian, Denice Denton, Damon Williams, Cathy Trower, Freeman Hrabowski, and Karan Watson. Topics discussed include unconscious bias, faculty mentoring, leadership competencies, and creating a climate of success for all students and faculty.

To learn more about past workshops please visit [advancevt.vt.edu](http://advancevt.vt.edu).

## AdvanceVT Work Life Initiatives

Since 2004 *AdvanceVT* has been working on expanding programs and policies that allow faculty members the flexibility to manage family and personal needs throughout their careers.

### Tenure Clock Extension Usage

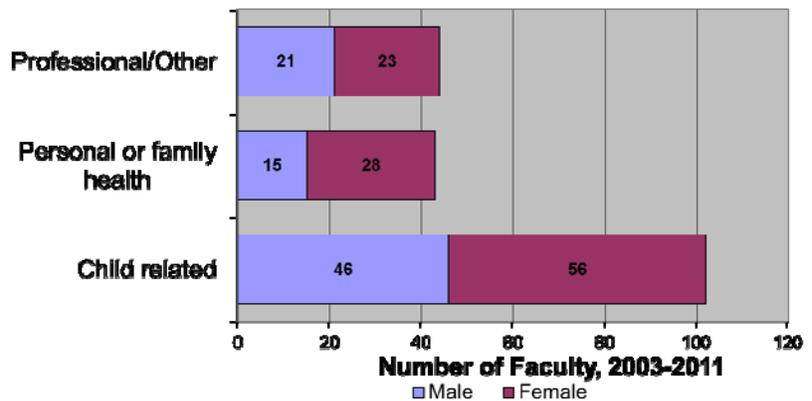
A one-year probationary period extension is *automatically* granted to either parent (or both, if both parents are tenure-track faculty members) in recognition of the demands of caring for a newborn child or a child under five newly placed for adoption or foster care. The request should be made within a year of the child's arrival in the family.

An extension of the probationary period may also be approved on a discretionary basis for other extenuating non-professional circumstances that have a significant impact on the faculty member's productivity, such as a serious personal illness or major illness of a member of the immediate family. In rare cases, extraordinary professional circumstances not of the faculty member's own making may be acceptable justification for a probationary period extension, for example exceptional delays in providing critical equipment, laboratory renovations, or other elements of the committed start-up package essential to establishing a viable research program (Virginia Tech Faculty Handbook section 3.4.2.1).

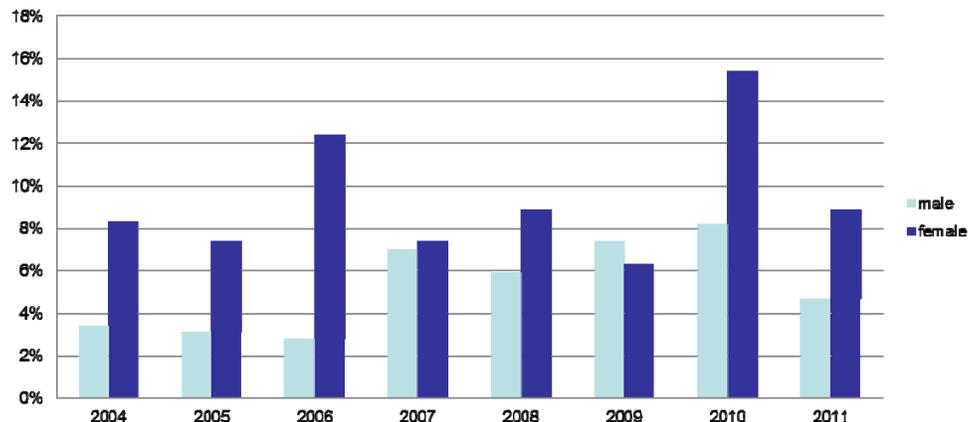


Megan Dolbin-MacNab, Associate Professor, Human Development, was the first to use the modified duties policy

### Reasons for Tenure Clock Extensions



### Percentage of Tenure-Eligible Faculty Extending the Tenure Clock by Gender



**Modified Duties Policy Usage**  
(Number of faculty members per year)

|                            | 2006-07 | 2007-08 | 2008-09 | 2009-10 | 2010-11 | 2011-12 |
|----------------------------|---------|---------|---------|---------|---------|---------|
| <b>Childbirth/adoption</b> | 4       | 10      | 5       | 7       | 9       | 11      |
| <b>Personal health</b>     | 0       | 2       | 1       | 0       | 3       | 5       |
| <b>Other</b>               | 0       | 6       | 0       | 3       | 1       | 4       |
| <b>Total</b>               | 4       | 18      | 6       | 10      | 13      | 20      |

The university recognizes the need for all tenured and tenure-track faculty members to balance the commitments of family and work. Special family circumstances, for example, birth or adoption of a child, severe illness of an immediate family member, or even issues of personal health, can cause substantial alterations to one’s daily routine, thus creating a need to construct a modified workload and flexible schedule for a period of time.

Since the circumstances may vary widely for faculty members at different stages of their careers and with different family and workload situations, this policy does not prescribe the exact nature of the accommodation. In many cases, it may be a reduction or elimination of a teaching assignment while the faculty member continues to meet ongoing, but more flexible research and graduate student supervision obligations. In general, the commitment is to work with a faculty member to devise a modified workload and schedule that enables the faculty member to remain an active and productive member of the department. Because there is no reduction in salary, the faculty member is expected to have a set of full-time responsibilities (Virginia Tech Faculty Handbook section 3.10).

**Dual Career Program**  
(Cases through the Provost/HR Partnership)

|                          | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 | 2010-11 |
|--------------------------|---------|---------|---------|---------|---------|---------|
| <b>Recruitment Cases</b> | 59      | 44      | 30      | 26      | 37      | 67      |
| <b>Retention Cases</b>   | 7       | 21      | 9       | 13      | 4       | 5       |
| <b>Total Cases/Year</b>  | 66      | 65      | 39      | 39      | 41      | 72      |

The Dual Career Program offers job search assistance for up to one year for spouses or partners of newly recruited faculty or administrators. Departments may also refer current faculty members where retention is a concern due to spouse employment issues. The Program Manager can provide general information on employment in the region, help identify appropriate employers and make connections with key contacts, critique resumes, cover letters and other documents for the client, help prepare the client for interviewing; serve as a liaison between client and hiring managers; and act as a sounding board for job seekers in need of encouragement, support or focus (<http://www.hr.vt.edu/employment/dualcareers/>).

*“Without [the Dual Career Program], we would not have come. I think it’s critical because lots of people have spouses that are also in research or in the same area, so they will only come if you hire both. So, if you have a program like that, it’s really important to get people here.”*  
- **New Faculty Member**

## Virginia Tech Participates in the Collaborative on Academic Careers in Higher Education (COACHE) Faculty Survey

COACHE conducts national studies of faculty job satisfaction. Since 2003 COACHE has operated from the Harvard Graduate School of Education. This will be the third time that Virginia Tech will participate in the survey, which will provide insight as to how faculty here compare with those at other institutions. The survey is web-based and takes approximately 25 minutes to complete. Past surveys have focused on the experiences of pre-tenure faculty. The findings have led the Provost's Office to work in collaboration with deans and department heads to increase transparency in tenure and promotion, improve mentoring for pre-tenure faculty, and update work/life policies. This year for the first time all full-time instructional and research faculty are invited to participate in the COACHE survey.

To learn more about findings of previous surveys visit:

[http://www.advance.vt.edu/measuring\\_progress/surveys/coache\\_surveys.html](http://www.advance.vt.edu/measuring_progress/surveys/coache_surveys.html)

If you have any questions about this survey, please contact Jack Finney, Associate Provost for Faculty Affairs, at [finney@vt.edu](mailto:finney@vt.edu) or 231-2350, or COACHE at [coachefaculty@srbi.com](mailto:coachefaculty@srbi.com)

## College Liaison Program

### 2012-2013 College Liaisons

|                    |                                   |
|--------------------|-----------------------------------|
| Eleanor Finger     | Division of Student Affairs       |
| Sonia Hirt         | Architecture and Urban Studies    |
| Kay Hunnings       | Business                          |
| Karen Inzana       | Veterinary Medicine               |
| Marie Parette      | Engineering                       |
| Madeline Schreiber | Science                           |
| Bob Smith          | Natural Resources and Environment |
| Debby Stoudt       | Liberal Arts and Human Sciences   |
| Terry Swecker      | Veterinary Medicine               |
| Eileen Van Aken    | Engineering                       |
| Jay Williams       | Agriculture and Life Sciences     |

College Liaisons support faculty recruitment efforts by meeting with candidates to discuss Virginia Tech's dual career resources, tenure clock extension and modified duties policies, commitment to diversity, and community resources. On the left is the list of 2012-2013 College Liaisons.

For more information about the program, visit [www.provost.vt.edu](http://www.provost.vt.edu) or contact Ellen Plummer at [eplummer@vt.edu](mailto:eplummer@vt.edu)

## Fall 2012 Graduate Student Lunch Seminars

### Preparing your Curriculum Vita Thursday, October 25, 2012

Amy McPherson, Associate Director of VT Career Services shared strategies to effectively highlight qualifications on a CV. Presentation slides and an audio recording of this seminar are available in the "Resources" section on our website at [www.advance.vt.edu](http://www.advance.vt.edu).



### Faculty Job Offer and Salary Negotiations Thursday, November 15th

Negotiating a faculty job offer can be overwhelming. Alicia Cohen, Associate Director of Diversity Education and Training discussed ways to navigate the negotiation process. Participants learned what to consider in a faculty job offer and how to negotiate salary, benefits, and other resources.