

INSIDE THIS ISSUE:

2012 COACHE 2-3  
Survey Data

2013-2014 College 4  
Liaisons

Event Highlights 4

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UPCOMING EVENTS: SPRING 2014

Advancing Diversity at Virginia Tech 2014

Tuesday, January 14, 2014

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

*Please register no later than December 20th at [www.advance.vt.edu](http://www.advance.vt.edu)*

Keynote Speaker

The keynote speaker will be Dr. Terrell Strayhorn, Associate Professor of Higher Education and Director of the Center for Inclusion, Diversity, and Academic Success at The Ohio State University. Dr. Strayhorn's research focuses on major policy issues in education, including student access and achievement, equity and diversity, impact of college on students, and student learning and development. His work addresses assessing student learning and development outcomes and the ways in which college affects students, and identifying and understanding factors that enable or inhibit the success of historically underrepresented and misrepresented populations in education, with a particular emphasis on issues of race, class, and gender and how they affect the experiences of racial/ethnic minorities, college men, economically disadvantaged individuals, and marginalized groups in postsecondary education.



Dr. Terrell Strayhorn

Workshop Agenda

This year's workshop will include a scholarship of diversity track co-sponsored by the College of Engineering Diversity Committee highlighting research that focuses on various aspects of diversity and inclusion. Concurrent sessions will also address graduate program diversity, supporting veterans on campus, findings of the COACHE survey of faculty job satisfaction, and the impact of the civil rights act of 1964.

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.

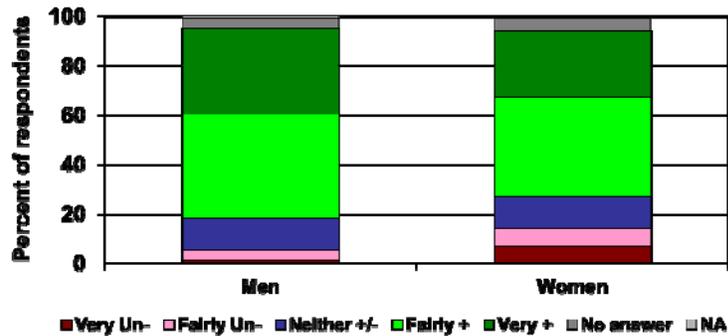
To learn more about past workshops please visit [advancevt.vt.edu](http://advancevt.vt.edu).

## The Collaborative on Academic Careers in Higher Education (COACHE) Survey

In 2012 Virginia Tech participated in the Collaborative on Academic Careers in Higher Education (COACHE) survey of faculty job satisfaction. The COACHE survey asks faculty to assess their experiences regarding promotion and tenure, the nature of their work, institutional policies and practices, and the general climate, culture, and level of collegiality on their campuses. The 2012 survey was distributed to all instructional and research faculty. Responses from Virginia Tech faculty are compared with those of faculty at five selected peer institutions and the entire population of research university respondents. The COACHE survey aims to provide university administrators with information that is designed to improve faculty recruitment and retention efforts. The COACHE responses can be broken down by gender, race/ethnicity, rank, and college.

### Perceived Reasonableness of Expectations as a Scholar

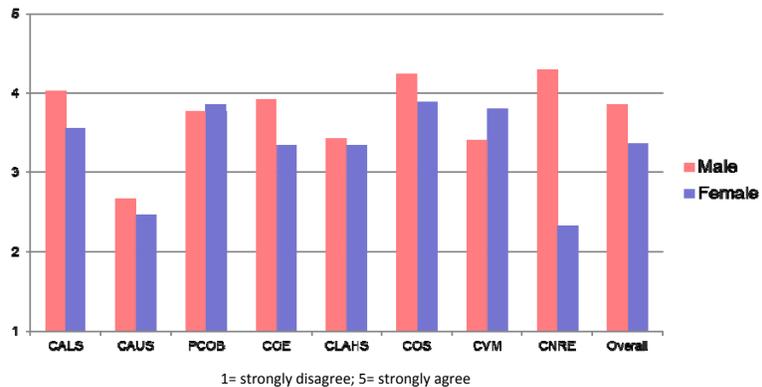
Participants were asked “Is what’s expected in order to earn tenure reasonable to you regarding your performance as a scholar?” Answers were reported using a response scale that went from 1= very unreasonable to 5=Very reasonable.



Pre-tenure men were more likely to find what’s expected of them as a scholar reasonable than pre-tenure women.

### Associate Professors are Encouraged to Work Towards Promotion

The survey asked participants to “please rate your level of agreement or disagreement with the following statement: My department has a culture where associate professors are encouraged to work towards promotion to full professorship.” Below are the responses by college and gender.

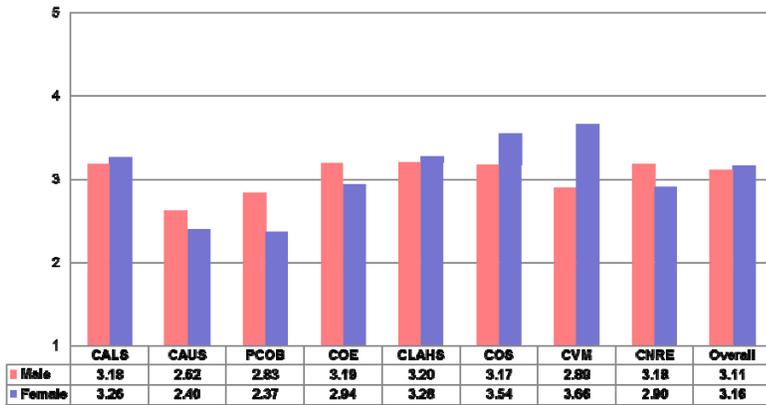


Pamplin College of Business and the College of Veterinary Medicine had a higher percentage of female than male faculty agree that associate professors are encouraged to work towards promotion. However, across colleges a higher percentage of male faculty agreed that associate professors are encouraged to work towards promotion.

**For more information:**

- [AdvanceVT website > Measuring Progress](#)
- [COACHE website](#)
- [Scholar > COACHE Surveys](#)

## Overall Perception of Mentoring (Male vs. Female)



Mean response by college and gender

The graph on the left represents the mean of the responses of tenured and tenure-track faculty to four survey questions on the topic of mentoring. The questions asked participants whether they served as a mentor formally or informally, their agreement or disagreement with the level of fulfillment of being a mentor, whether they had received mentoring, how effective mentoring has been at the department and institution levels, and their agreement or disagreement with statements about mentoring. All questions utilized response scales that reflected levels of satisfaction, with 1 indicating least satisfied and 5 indicating most satisfied.

## Best and Worst Aspects

### Best aspects about working at Virginia Tech

	Overall	Women	Men	White Faculty	Faculty of Color
Geographic location	1	2	1	1	1
Quality of colleagues	2	1	2	2	2
Academic freedom	3	4	3	3	3
My sense of 'fit' here	4	5	4	4	
Support of colleagues	5	3	5	4	6
Cost of living	6		4	5	5
Commute					4

Faculty were asked to "Please Check two (and only two) best aspects about working at your institution." The table on the left shows the top five responses broken down by gender and race or ethnicity.

### Worst aspects about working at Virginia Tech

	Overall	Women	Men	White Faculty	Faculty of Color
Compensation	1	1	1	1	1
Quality of leadership	3		2	2	
Lack of support for research	3	4	4	3	
Geographic location	2	4	3	4	2
Too much service	4	2		4	
Unrelenting pressure		3		4	
Lack of diversity		5			3
Quality of grad students			4		4
Spouse/partner hiring					5

Faculty were also asked to "Please check the two (and only two) worst aspects about working at your institution." The table to the right shows the top five responses broken down by gender and race or ethnicity.

## 2013-2014 College Liaisons

College/Division	Liaison
Agriculture and Life Sciences	Jay Williams
Architecture and Urban Studies	Elizabeth Grant
Engineering	Eileen Van Aken, Marie Parette
Liberal Arts and Human Sciences	Debra Stoudt
Natural Resources and Environment	Thomas Olson
Pamplin College of Business	Kay Hunnings
Science	Madeline Schreiber
Student Affairs	Eleanor Finger
Veterinary Medicine	Karen Inzana, Terry Swecker

## Graduate Student Lunch Seminars

Presentation slides and audio recordings of seminars are available in the [Resources](#) section on our website at [www.advancevt.edu](http://www.advancevt.edu).

### Networking

**Wednesday, October 9, 2013**

Amy McPherson, Associate Director of Career Services discussed strategies for how to work a room when attending network events.

### Presentation Strategies

**Friday, November 8, 2013**

Brandi Quesenberry from the Department of Communication shared public speaking tips that can be used when presenting research at conferences.



## Leadership Lunches

### UPCOMING

**Thursday, November 14, 2013**

[Carol A. Mullen](#), recently named to lead Virginia Tech's School of Education, will share how she arrived at her current role and her vision for the School.

[Register](#) for fall Leadership Lunches at [www.advance.vt.edu](http://www.advance.vt.edu).

### COACHE Survey Results

**Monday, September 23, 2013**

Assistant Provost for Faculty Development [Peggy Layne](#) presented an overview of the latest COACHE survey results.