

T R A N S F O R M A T I O N S

OCTOBER 2007

UPCOMING EVENTS: FALL & WINTER 07-08

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Faculty Leadership
Development Lunches

October 24, 2007

Bob Walters, Vice President for Research, will share his perspective on leadership over lunch in Preston's 1872 Salon at the Inn at Virginia Tech on



Wednesday, October 24, 2007. Lunch will be available at noon and the discussion will conclude by 1:30 pm. Please register at www.advance.vt.edu.

ASSESSMENT & RESEARCH

AdvanceVT recently completed the analysis of the 2005 faculty survey responses by ethnicity. Some interesting issues emerged from this analysis:

- There are more significant differences by race in perceptions of the university climate than of departmental climate.
- Black faculty members perceive the university climate

November 13, 2007

Sue Ott Rowlands, Dean of the College of Liberal Arts and Human Sciences, will share her perspective on



leadership over lunch in Preston's 1872 Salon at the Inn at Virginia Tech on Tuesday, November 13, 2007. Lunch will be available at noon and the discussion will conclude by 1:30 pm. Please register at www.advance.vt.edu.

Graduate Student Seminars

- Enhancing your graduate school experience
- Balancing work and life
- Negotiating an academic job offer
- Your first year as a professor

Please visit our website for more information on these events.

Other AdvanceVT Events

January 8, 2008

5th Annual Advancing Diversity at Virginia Tech
More information is provided on page 2 of the newsletter.

less hospitable than do majority and Asian faculty members. Additionally, AdvanceVT completed the 2007 Salary Equity Study. Here the analysis found that race/ethnicity does not appear to contribute to explaining salary differences. In addition, the ethnic distribution of faculty at the assistant professor level is considerably more diverse than senior faculty.

While women seem to be doing well at achieving parity with their male colleagues in pay, progress will continue to be slow in improving numbers of female faculty given the limited hiring opportunities that the college faces each year.

Each analysis may be found at www.advance.vt.edu, under the Measuring Progress tab.

ADVANCING DIVERSITY AT VIRGINIA TECH 5TH ANNUAL CONFERENCE

The 5th annual “Advancing Diversity at Virginia Tech” conference will be held January 8, 2007 at the Inn at Virginia Tech. This year’s conference will highlight an array of topics that will be of interest to all faculty members invested in institutional diversity and excellence.

The keynote speakers for the January conference include Dr. Damon Williams, assistant vice provost for multicultural & international affairs at the University of Connecticut, and Dr. Cathy Trower, co-principal investigator of the

Collaborative on Academic Careers in Higher Education (COACHE) at Harvard University.

Dr. Williams serves on numerous committees and taskforces throughout the University and works with the vice provost to provide leadership to OMIA and the university broadly regarding matters of diversity, multiculturalism, and equity. His scholarly interests are in the areas of organizational change and management, diversity in higher education, and ethnic and racial

identity. Please visit http://www.aacu.org/inclusive_excellence/index.cfm for more information on Dr. Williams’ model of inclusive excellence and change at postsecondary institutions.

Dr. Trower has published numerous articles and several book chapters about faculty work life. Dr. Trower is also the co-principal investigator for the COACH project at Harvard University, an initiative undertaken to improve the quality of faculty work life.

COACHE is a collaboration of colleges and universities committed to gathering data that academic administrators need to recruit, retain, and develop a new cohort of faculty that will be critical to the long-term future of their institutions. Please visit www.coache.org for more information on this project or see page 3 for more on the COACHE project.

Don’t forget to check our website for emerging news on this conference.

“Usually, what’s different on a college campus provokes a degree of anxiety among alumni, while what remains the same offers a measure of comfort. But with respect to diversity, the opposite may be true. Substantial changes in student demography are probably a point of pride since most Americans—over 90% in a recent poll—agree that it’s important to have students of different races, cultures, and backgrounds in higher education (ACE and AAUP, 2000). What has barely changed, the demographics of the faculty, should be cause for concern.” Trower, C. & Chait, R. (2002). Faculty Diversity: Too Little for Too Long. *Harvard Magazine*.

DEPARTMENTAL CLIMATE INITIATIVE

The Departmental Climate Initiative has focused on departmental life in two of Virginia Tech’s eight colleges: the College of Science and the College of Engineering. The DCI committee defined climate as being made up of several salient factors and concerns expressed by faculty: civility, collegiality, sense of community, inclusiveness, professional development, and work-life balance, to name a few.

In 2006, department heads in these two colleges were asked about current practices and strategies designed to cultivate positive academic climates within their departments. A cross-disciplinary approach allowed the committee to isolate and identify similar structures underlying successful strategies for achieving positive environments at Virginia Tech.

In 2007, the DCI committee presented several successful strategies for fostering a positive department climate: creating a sense of intellectual community; fair and full evaluations; effective and supportive communications; effective policies; and a focus on work-life balance. The committee will distribute its final report, “Creating a Positive Departmental Climate at Virginia Tech: A Compendium of Success Strategies” by the Spring of 2008.

COACHE DATA FOR VIRGINIA TECH

The Collaborative on Academic Careers in Higher Education (COACHE) Survey is conducted by the Harvard Graduate School of Education. The survey measures the institutional experiences and job satisfaction of full-time, pre-tenure faculty. During the academic year of 2006-07, the COACHE survey was distributed to 211 tenure track faculty at Virginia Tech, hired before January of 2006. 79% of these faculty members responded to the survey.

The results provide descriptive

statistics and significant differences within institution by gender, race, discipline, and college. The results were first compared to five selected peer institutions and were then compared to the mean scores for overall, gender, race and discipline statistics to all 54 **university** participants in COACHE survey.

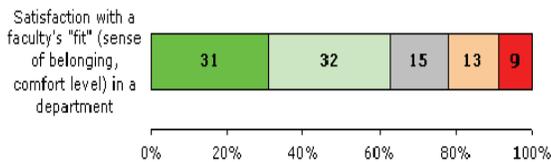
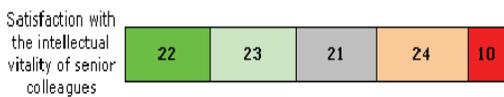
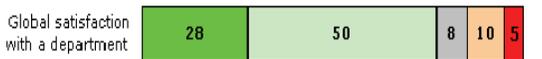
Survey questions focus on five major themes: tenure; nature of work; policies and practices; climate; culture, and collegiality; and global satisfaction.

Below are the disaggregated results of the survey on global satisfaction, by overall, gender and race for pre-tenure faculty at Virginia Tech. The first (on the left) shows how, overall, faculty perceive their fit in their department, the intellectual vitality of the senior colleagues in their department, and how satisfied they are with their department as a place to work. The remaining charts show the results by gender and race (excluding intellectual vitality).

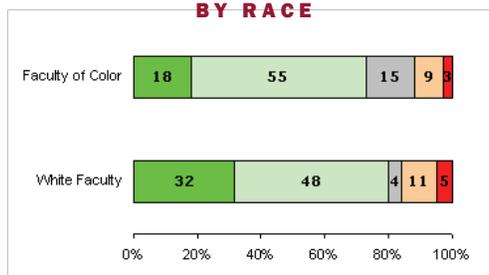
For more information, visit www.coache.org.

The survey asked faculty to rate their satisfaction on a Likert scale, using the following designations: very satisfied (neon green), somewhat satisfied (pale green), neutral (gray), somewhat unsatisfied (pale orange), very unsatisfied (neon orange).

TENURE TRACK FACULTY SATISFACTION, OVERALL



GLOBAL SATISFACTION, BY RACE



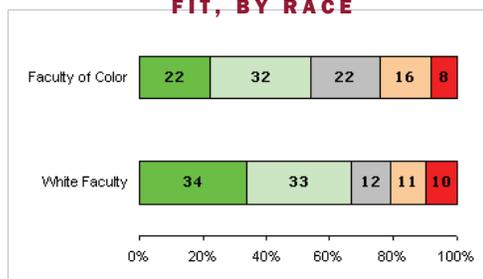
FIT, BY GENDER



GLOBAL SATISFACTION, BY GENDER



FIT, BY RACE



"At every stage of the career pipeline, women are more likely than men to abandon academic careers. Not surprisingly, several studies have found — again, at every stage of the career pipeline — that female faculty members feel less job satisfaction than their male colleagues do.

That gender gap in job satisfaction is often discussed in terms of women's frustration with salaries, course loads, and husbands who don't do their share of child care and domestic work. But a study presented this month at the annual meeting of the American Educational Research Association suggested that a much more powerful explanation for the job-satisfaction gap might have to do with women's feelings of professional alienation.

The study, which was based on a detailed survey of 962 full-time faculty members at a single selective university, found that women's lack of job satisfaction was closely linked to women's weaker feeling of 'integration' into the university. Women were more likely to report feeling ignored in their departments, stressed by campus politics, or frustrated by a lack of opportunities to collaborate with other faculty members."

-Glenn, D. (2007). Alienation Harms Female Professors, Study Finds. *The Chronicle of Higher Education*.

RICE UNIVERSITY ADVANCE PROGRAM DEVELOPS P.H.D. STUDENT DATABASE

If you are looking for top achieving female postdoctoral scholars and Ph.D. students in the sciences and engineering, please visit

<http://www.advance.rice.edu/database>

To access the database:

Username:

facultysearch

Password: women07

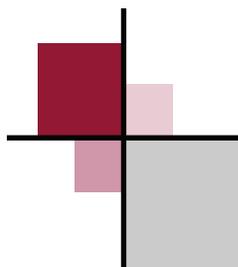
You can search the data-

base by department, research keyword, and/or by name. You will find a current CV, a very brief research statement, and contact information.

Over 700 female scholars are currently in the database.

This database was developed through the Rice University National Science Foundation ADVANCE program. Each of

the scholars in the database applied to the Negotiating the Ideal Faculty Position workshop which is held each fall on the Rice University campus.



AdvanceVT is a comprehensive program to promote and enhance the careers of women in academic science and engineering at Virginia Tech through institutional transformation. Elements of *AdvanceVT* include:

Pipeline: Advancing Women into Faculty Careers

Recruitment: Increasing the Representation of Women

Leadership: Empowering Women as Leaders and Scholars

Institutional Change: Updating Policies and Changing Culture

Go to www.advance.vt.edu to learn more about the initiative.

ADVANCEVT VISITING SCHOLARS

Virginia Tech's Advance Program is pleased to invite proposals for funding as part of the *AdvanceVT* Scholars Program.

The *AdvanceVT* Scholars Program is designed to support faculty recruitment efforts in the Colleges of Science and Engineering through building or expanding connections between Virginia Tech and outstanding scholars from other institutions. Financial and administrative support is available to invite outstanding junior or mid-career scientists and engineers to campus for short visits outside the usual recruitment process. Participation in the *AdvanceVT* Scholars Program offers high visibility and broad exposure across campus to both visitor and host. We are especially interested in supporting visits by individuals who are potential candidates for current or future faculty hires and contribute to the goals of *AdvanceVT*.

AdvanceVT Scholars may be invited to present an overview of their research to a broad audience of scientists and engineers, followed by an open reception or to an informal networking meeting with women faculty, postdoctoral researchers and/or graduate students. Ample time will be available for the scholarly/technical aspects of the visit, to be organized by the host department in conjunction with *AdvanceVT*.

Academic units or faculty who wish to invite an individual to Blacksburg under the *AdvanceVT* Scholars Program should submit an informal letter including the following:

- a brief profile of the proposed visitor, preferably including a short resume (1-2 pages);
- a brief description of how the proposed visit will contribute to recruitment efforts in the Colleges of Science or Engineering;
- a brief summary of how the proposed visit will benefit the goals of *AdvanceVT*; and
- an endorsement by the department chair.

Request letters are accepted by the *AdvanceVT* Office (0180), 236 Burruss Hall, or by email at any time during the academic year; however, we strongly encourage submission in late summer/early fall. About 4 awards will be made each semester. *AdvanceVT* strongly encourages cost sharing. Flexible arrangements are welcome. For more information, please contact Peggy Layne at playne@vt.edu or at 231.7682.