

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

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For more information and upcoming events, visit us on the web:

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Welcome to New Women Faculty in Science and Engineering

Agriculture & Life Sciences

Patricia M. Sobrero, Director, Cooperative Extension
Tess Wynn, Assistant Professor, BSE
Kathleen P. Poole, Instructor, HNFE
Olukorede Ajiboye-Armstrong, Research Assoc., APS
Monica A. Alvarez, Research Associate, APS
Lynette D. Green, Research Associate, APS
Jennifer M. King, Research Associate, APS
Ana Y. Mercedes-Camacho, Research Assoc., APS
Alexandra Coq, Research Associate, APS
Rosa K. Slavik, Research Associate, FST
Maria T. Tarrago-Trani, Research Scientist, Biochem
Alice Y. Kuo, Postdoctoral Associate, APS
Laura L. Grochowski, Postdoctoral Assoc., Biochem
Raquel Hontecillas-Magarzo, Postdoc. Assoc., HNFE
Mary D. Coleman, Project Associate, FST

Natural Resources

Korine N. Kolivras, Assistant Professor, Geography
Lynn M. Resler, Assistant Professor, Geography
Maren Grunert, Assistant Professor, WSFP
Michelle L. Davis, Research Associate, FWS
Sarah M. Karpanty, Postdoctoral Associate, FWS
Shannon E. Keane, Project Associate, CMI
Denise D. Royle, Project Associate, CMI

Architecture & Urban Studies

Stefanie G. Brandenburg, Assist. Prof., Building Const.
Marwa M. Hassan, Postdoc. Assoc., Building Const.

Science

Lisa K. Belden, Assistant Professor, Biology
Giti Khodaparast, Assistant Professor, Physics
Jannet Chang, Visiting Assistant Professor, Economics
Negin Nazem, Research Associate, Chemistry
Young O. Ahn, Postdoctoral Associate, Biology
Carole M. Chelf, Postdoctoral Associate, Psychology
Leigh M. Harrell, Instructor, Statistics

Engineering

Kathryn V. Logan, Professor, MSE
Elisa Sotelino, Professor, CEE
Kathleen Hancock, Associate Professor, CEE
Vicky Choi, Assistant Professor, CS
Liqing Zhang, Assistant Professor, CS
Peizhen Lu, Assistant Professor, MSE
Christine C. Burgoyne, Instructor, MSE
Melissa D. Slagle, Professional Lecturer, CEED
Meeok Kim, Postdoctoral Associate, CEE
Yuan Fang, Postdoctoral Associate, CEE
Yoon Jin Lee, Postdoctoral Associate, CEE

Veterinary Medicine

Linda A. Dahlgren, Assistant Professor, LACS
Laura R. Carter, Instructor, Biomedical Science
Jolynne R. Tschetter, Research Scientist, LACS

Child Care Survey Highlights



In February and March of this year, *AdvanceVT* surveyed Virginia Tech faculty, staff, and graduate students about their child care needs. Nearly fourteen hundred people completed the survey: 18% of faculty, 16% of staff, and 5% of graduate students. About half of the respondents have young children. People who responded to the survey have 385 children age two or under, 282 children between ages three and five, and 421 children between ages six and twelve. More than one-third of survey respondents (506 people) plan to either have or adopt at least one child in the next five years.

Current Child Care Arrangements

More than half of people with children under twelve who answered the survey say that they currently use a licensed or certified daycare center. More than a quarter of those with children under twelve have relatives who care for their children (375 people). Some people use nannies or babysitters for child care (222 people, or 16% of those with children under twelve), while others report that their children are cared for in the home of an unlicensed child care provider (180 people, or 13% of those with children). Less than 100 respondents say their children are cared for in the home of a licensed child care provider (7% of those with children under twelve).

Child Care Needs

The survey asked what kind of child care people need. Most people say they need full-day/fulltime care five days a week or more (47% of respondents with children under twelve). People also say they need several types of care that are not as widely available as full-day/fulltime care. The second most often stated need is for emergency care (40% of all respondents with children under twelve). More than one-third of the respondents say they need summer care (37% of respondents with children under twelve). About the same number of people say they need before- and/or after-school care, and many also need occasional/hourly care (29% of respondents with children under twelve). These responses are summarized in a graph on the next page.

Conclusions

More than half of parents who completed the survey said they have a hard time finding adequate child care. Forty percent of parents said that they have difficulty meeting their job requirements because of their child care provider's schedule. Eighty-four percent of respondents who have or are planning to have children in the next five years and 70% of all respondents (whether or not they have children) would like to see a child care facility on or near the Virginia Tech campus.

It is clear that no single child care solution can meet the needs of all Virginia Tech faculty, staff, and students. In general, parents would like to have more flexible child care options that make it easier to combine their work or study with raising children. The findings of the *AdvanceVT* child care survey can provide the basis for a more thorough investigation of alternatives to meet the varying needs of the university community. Complete survey results will be available September 10th at www.advance.vt.edu.

“There simply are not enough choices of quality childcare in this area!”
- Survey Respondent

“Having child care services available is crucial for recruiting and retaining excellent female and male faculty, staff, researchers, and students...”
-Survey Respondent

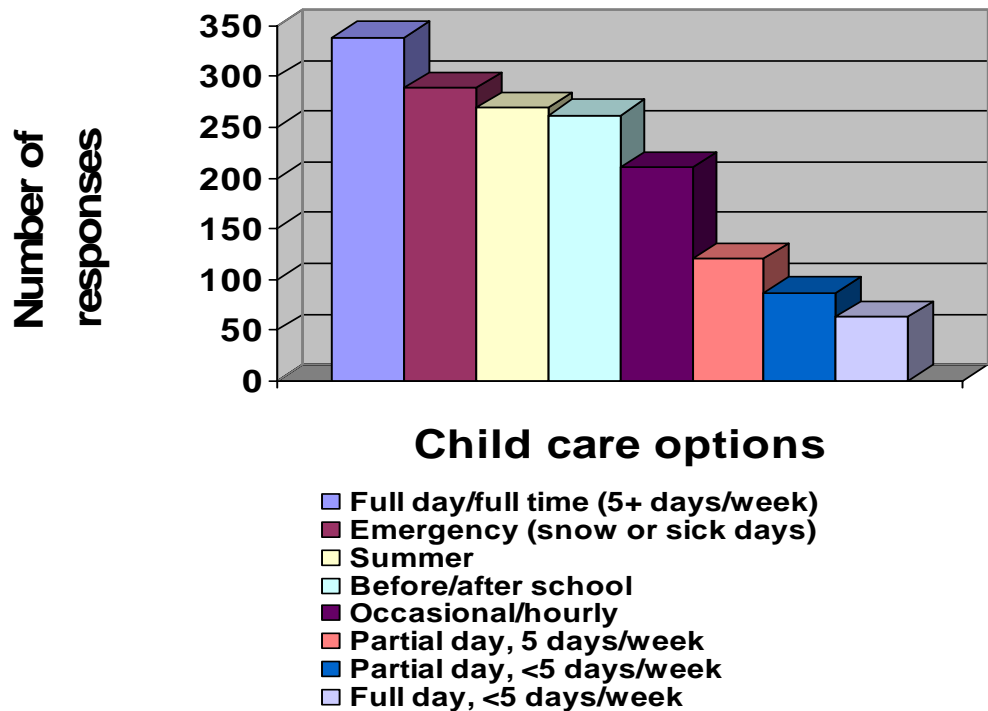
“Although I do not currently have children, my husband and I are beginning to discuss starting a family. A big factor in our discussion has been the lack of convenient and affordable child care.”

- Survey Respondent

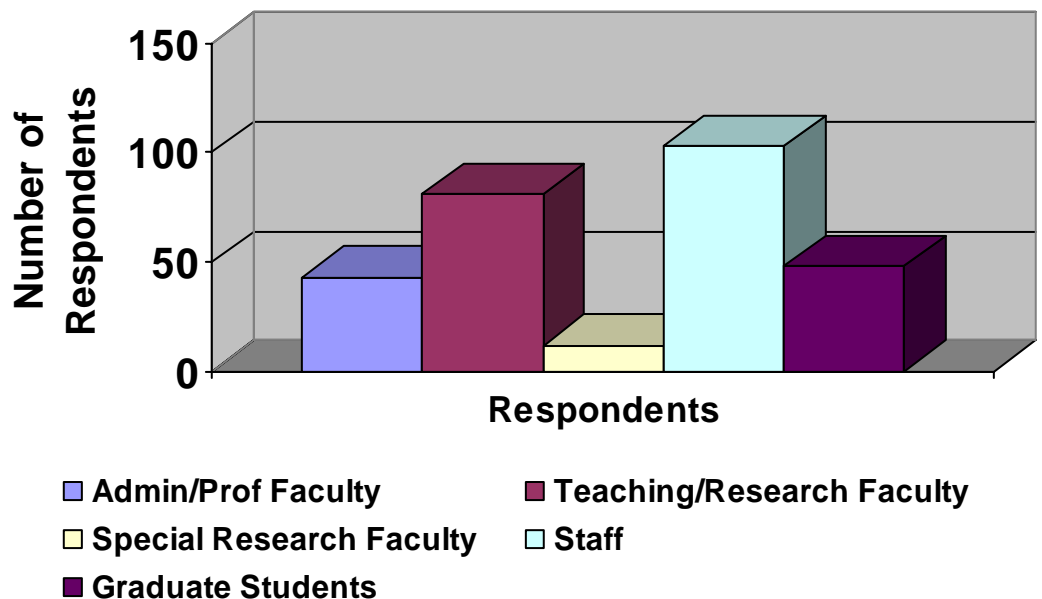
“If Virginia Tech truly wants to be considered student and family-friendly and a model employer, it should ensure that a top-notch childcare facility is available and accessible to the whole university.”

-Survey Respondent

Child Care Needs of People with Children Under 12



Respondents with children who have difficulty with their job due to child care constraints



Faculty Work-Life Questionnaire

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 AdvanceVT 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.

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.

As part of *AdvanceVT*'s assessment program, Virginia Tech's Survey Research Center will distribute an on-line Faculty Work-Life Questionnaire in October to all full-time faculty members associated with academic units, including research and administrative faculty. The goal of the survey is to provide data about work satisfaction, access to resources, networks, and mentoring, recruitment practices, departmental climate, performance evaluation processes and outcomes, work-life issues, interest in leadership and leadership development opportunities. A high response rate from male and female faculty across the university is critical to accurately assessing the full range of faculty experiences. Please complete the survey at your earliest convenience.

Funding Opportunities

AdvanceVT will again be awarding doctoral and post-doctoral fellowships, research seed grants for junior faculty, and leadership development fellowships for senior faculty. Application deadlines are in January 2005. For more information visit www.advance.vt.edu.

Visiting Scholars

Proposals for visiting speakers who support the goals of Advance are accepted at any time, and 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.

Advance at Virginia Tech

AdvanceVT is a comprehensive National Science Foundation funded program to promote and enhance the careers of women in science and engineering (S&E) at Virginia Tech. The program targets institutional barriers that have constrained the advancement of women faculty in S&E. Institutional transformation will occur through advancing women into faculty careers, increasing the representation of women faculty at all levels, empowering women as leaders and scholars, and changing institutional culture.