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AdvanceVT

Peggy Layne—Director
Robyn Duncan—Assistant
Molly Hall—GA

134 Burruss Hall
Mail Code 0180
Blacksburg, VA 24061

Phone: 540.231.7682
www.advance.vt.edu
advancevt@vt.edu

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UPCOMING EVENTS: FALL 2011

Welcome Reception for Women Colleagues

September 14, 2011
4:00 pm—6:00 pm
Owens Banquet Hall

Join women faculty, staff, and graduate students to meet new colleagues; network across colleges, departments, and institutes; and learn about the history of women at Virginia Tech.

This annual welcome event is co-sponsored by the Graduate School, the Women's and Gender Studies program, the Women's Center, and *AdvanceVT*. Child care will be available at the Women's Center, 206 Washington Street, by request.

Promotion to Professor Workshop

October 14, 2011
2:00 pm—4:00 pm
Fralin Auditorium

At this workshop for associate professors, **Provost Mark McNamee** and **Associate Provost for Faculty Affairs Jack Finney** will present an over-



view of the process and requirements for promotion to professor; recently promoted faculty members will share their perspectives on preparing dossiers for promotion; and current members of college and university promotion and tenure committees will respond to questions from the audience.

Leadership Lunch

October 19, 2011
12:00 pm—1:30 pm
Inn at Virginia Tech

Dr. Jack Finney became Associate Provost for Faculty Affairs on July 1, 2010. Join Dr. Finney as he describes his responsibilities in the Prov-

ost's Office, including new and ongoing initiatives for faculty development and diversity.

Leadership Lunch

November 29, 2011
12:00 pm—1:30 pm
Inn at Virginia Tech

Join **Dr. Mary Leigh Wolfe**, Department Head, Biological Systems Engineering, and **Dr. Karen Eley Sanders**, Associate Vice President for Academic Support Services, as they discuss the pros and cons of accepting a leadership position on an interim basis, and factors to consider in deciding whether or not to be a candidate for the permanent position.

VIRGINIA TECH WORK/LIFE POLICY UTILIZATION

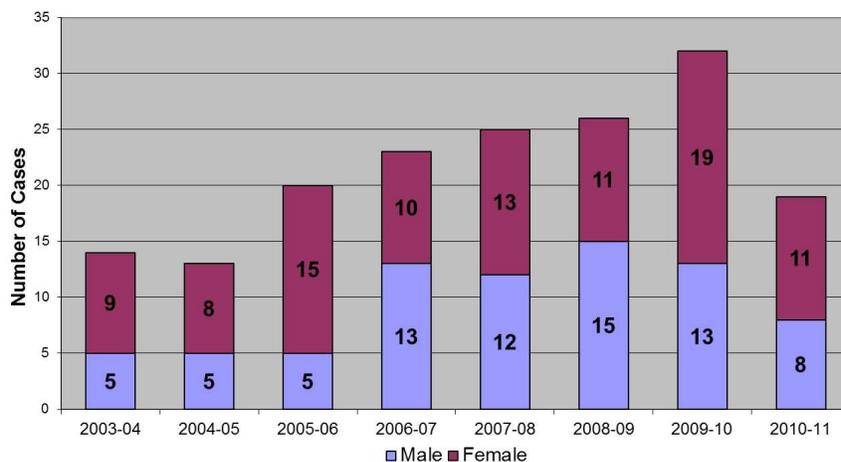
Improving university work/life policies has been a major focus of *AdvanceVT* since Virginia Tech received a National Science Foundation ADVANCE Institutional Transformation Grant in 2003. In order to continue to make progress in this area and improve job satisfaction for faculty across Virginia Tech, *AdvanceVT* tracks the utilization of university work/life policies by eligible faculty members on an annual basis.

One of the most commonly utilized work/life policies at Virginia Tech is the “stop-the-clock” policy. This policy enables tenure-track (or continued appointment track) faculty to request a one-year extension of the six-year probationary period for circumstances such as the birth or adoption of a child, a serious personal illness, or illness of an immediate family member. Although a “stop-the-clock” policy was in place at Virginia Tech prior to receiving the ADVANCE Institutional Transformation Grant, an updated policy was enacted in June 2006 that automatically grants requests from new parents, both male and female, if requests are made within a year of the child’s arrival. This policy recognizes the conflicting demands of having and raising young children while launching a faculty career. Faculty members may request to stop the tenure clock a maximum of two times during their probationary period.

The figure below shows that a total of 172 tenure clock extensions have been granted over the past eight years for 85 female faculty and 73 male faculty [these numbers reflect the fact that 14 faculty members (11 women; 3 men) have requested two separate tenure clock extensions]. Since 2003, between 4.4% and 8.7% of all pre-tenure faculty have extended the tenure clock each year. Notably, the number of male faculty utilizing the stop-the-clock policy has increased since approval for requests based on the birth or adoption of a child became automatic in 2006. Faculty members from all eight academic colleges at Virginia Tech have utilized the stop-the-clock policy.

FACULTY TENURE CLOCK EXTENSIONS

Frequency by Gender (172 Extensions Total)



Faculty members’ reasons for requesting an extension of the tenure clock fell into three major categories. The most commonly provided reasons for stopping the clock were the birth or adoption of a child (92 requests; 48 women; 44 men). The second most common group of reasons were issues related to professional or other extenuating circumstances (42 requests; 22 women; 20 men). For example, the most frequent “professional/other” reason was lack of appropriate laboratory space, followed by changes in job responsibilities or the nature of a faculty member’s appointment (e.g., administrative responsibilities that impacted a faculty member’s scholarship). The last group of reasons for extending the tenure clock related to personal health issues or the serious illness of a family member (38 requests; 26 women; 12 men).

WORK/LIFE POLICY UTILIZATION – CONTINUED

Virginia Tech’s “modified duties” work/life policy was also enacted in June 2006. This policy enables tenured or tenure-track faculty members to request a semester of modified duties at full pay in order to create a more flexible schedule that can better facilitate management of family or personal issues such as childbirth or illness. The Provost’s Office provides funding to hire instructors to teach courses for faculty who are on modified duties at a cost of \$4,000 to \$10,000 per individual per semester. Over the past five years, 51 requests for modified duties have been granted involving 34 female faculty and 11 male faculty [6 female faculty members have utilized the modified duties policy twice].

Unlike the stop-the-clock policy, the modified duties policy is not currently being utilized across Virginia Tech’s academic colleges. Faculty in the College of Liberal Arts and Human Sciences (21 requests), the College of Engineering (15 requests), and the Pamplin College of Business (10 requests) account for 46 of the 51 modified duties requests.

For more information on Virginia Tech’s work/life policies, visit www.provost.vt.edu/faculty_work_life_balance.php

2011 WOMEN FACULTY PROMOTIONS

The Virginia Tech Board of Visitors approved promotion and tenure recommendations at its June meeting. *AdvanceVT* congratulates the following women faculty:

Promotion to Associate Professor with Tenure, Collegiate Faculty:

- Janet Abbate, science and technology in society
- Lisa Belden, biological sciences
- Jennifer Brill, school of education
- Gena Chandler, english
- Linda Dahlgren, large animal clinical sciences
- Megan Dolbin-MacNab, human development
- Carla Finkielstein, biological sciences
- Yan Jiao, fish and wildlife conservation
- Young Ju, human nutrition, foods, and exercise
- Jungmeen Kim, psychology
- Korine Kolivras, geography
- Elizabeth McNair, engineering education
- Annie Pearce, building construction
- Padmavathy Rajagopalan, chemical engineering
- M. Nichole Rylander, mechanical engineering
- Helen Schneider, history
- Rachel Scott, religion and culture
- Cynthia Smith, human development
- Dorothea Tholl, biological sciences
- Theresa Wynn, biological systems engineering
- Lizette Zietsman, mathematics

Tenure at the Currently Held Rank of Associate Professor, Collegiate Faculty:

- Amy Brunner, forest resources and enviro. conservation
- JoAnn Paul, electrical and computer engineering

Promotion to Professor, Collegiate Faculty:

- Ozzie Abaye, crop and soil environmental sciences
- Billie Lepczyk, school of education
- Nancy Metz, english
- Carin Roberts-Wollmann, civil and enviro. engineering
- Tonya Smith-Jackson, industrial and systems engineering
- Eileen Van Aken, industrial and systems engineering

Promotion to Advanced Instructor, Collegiate Faculty:

- Betsy Bannon, school of visual arts
- Lorraine Borny, management
- Laura Clark, business information technology
- Rachel Kohl, agricultural technology
- Barbara Kraft, horticulture

Promotion to Assistant Professor, Extra-collegiate Faculty:

- Connie Stovall, univ. libraries research and instr. services

Continued Appointment at the Currently Held Rank of Assistant Professor, Extra-collegiate Faculty:

- Kyrille Goldbeck, univ. libraries research and instr. services

OPPORTUNITIES

SAVE THE DATE! JANUARY 10, 2012

The Office for Diversity and Inclusion and *AdvanceVT* will host the 9th annual *Advancing Diversity at Virginia Tech* workshop on Tuesday, January 10, 2012 at the Inn at Virginia Tech and Skelton Conference Center.

All members of the Virginia Tech community interested in issues of academic diversity are invited to attend.

The keynote speaker for the 2012 workshop will be Dr. Karan L. Watson, Provost and Executive Vice President for Academic Affairs at Texas A&M University. Dr. Watson will speak on institutional change in higher education. Registration for this event will be available in December 2011.

If you would like to assist with the *Advancing Diversity at Virginia Tech* workshop and/or have ideas for future speakers or breakout sessions, please contact Peggy Layne at playne@vt.edu.



Highlights from the first eight years of Advancing Diversity workshops are available at www.advance.vt.edu.

VISITING SCHOLARS PROGRAM

Virginia Tech's Office for Diversity and Inclusion and *AdvanceVT* are pleased to invite proposals for the Virginia Tech Visiting Scholars Program.

The Visiting Scholars Program is designed to support faculty recruitment efforts through building or expanding connections between Virginia Tech and outstanding scholars from other institutions. Financial and administrative support is available to invite early- to mid-career professionals to campus for short visits outside the usual recruitment process. **Departments do not need to have a faculty search underway to participate.**

Participation in the Visiting Scholars Program offers high visibility and broad exposure across campus to both visitor and host. The program is especially interested in supporting visits by individuals who are:

- **potential candidates for current or future faculty hires; and**
- **contribute to increasing excellence, equity, and diversity at Virginia Tech.**

Visiting Scholars may be invited to present an overview of their research to a broad audience of the university community or to an informal networking meeting with faculty, postdoctoral researchers, and/or graduate students.

Virginia Tech academic units or faculty who wish to invite an individual to campus under the Visiting Scholars Program should visit www.advance.vt.edu for information on how to apply. Scholar visits are organized by the host department in conjunction with the Office for Diversity and Inclusion and *AdvanceVT*.

Proposals are accepted *at any time* during the academic year. Approximately ten awards will be made in 2011-12. Cost sharing is encouraged. Flexible arrangements are welcome. For more information or to submit a proposal, please contact Peggy Layne at playne@vt.edu.

The mission of the Office for Diversity and Inclusion is to promote, sustain, and advance an environment that supports principles of equity, diversity, inclusion, and community. For more information about the office, visit www.diversity.vt.edu. *AdvanceVT* works to encourage cultural change and remove barriers to success so that *all* faculty members can reach their greatest potential, with a special focus on women in science and engineering.