

Introduction

AdvanceVT began in 2003 as a comprehensive program to promote and enhance the careers of women in academic science and engineering at Virginia Tech through institutional transformation. Programs target graduate students preparing for faculty careers, new faculty just starting out, senior faculty preparing for leadership roles, search committees, department heads, and senior administrators. While grant funding expired in August 2010, high impact initiatives continue with support from university partners, and have been expanded to include faculty in all disciplines.

Partnerships

Executive Vice President and Provost

- Administrative support
 - Project Director
 - Office space
 - Dual-career coordinator
- Funding
 - Mentoring micro-grants
 - Modified duties
 - Dual-career hiring
 - Programs



InclusiveVT

- Co-sponsorships
 - Visiting Scholars Program
 - Advancing Diversity Conference

Graduate School

- Co-sponsorships
 - Welcome reception
 - Graduate student seminars

Women's Center

- Co-sponsorships
 - Welcome reception
 - Leadership lunches



College Deans

- College Liaisons
- Mentoring micro-grants

Women and Gender Studies Program

- Co-sponsorship
 - Welcome reception

Work-life Policies for Faculty

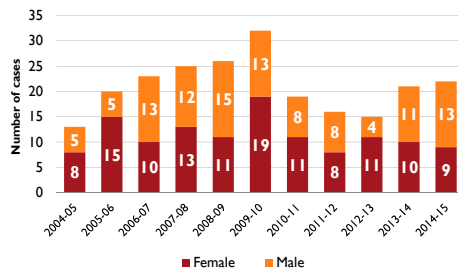
- Dual Career Assistance**
 - Office established fall 2005
 - Half-time coordinator
 - Bridge funding
- Stop-the-Tenure-Clock**
 - Existing policy revised 2006
 - 1 year automatic extension for new parents
 - Language adopted for external letters
- Modified Duties**
 - Adopted 2006
 - Central funding for one semester/faculty member
- Part-time Tenure Track**
 - Adopted 2007
- Expansion of Child Care**

"The new work-life policies at VT, such as modified duties, have been hugely instrumental in our getting our top candidates in recent years."
- Faculty survey respondent



Flexibility and work-life balance are not just issues for women or for pre-tenure faculty; men and senior faculty need them too. Both men and women are taking advantage of work-life policies in increasing numbers.

Tenure Clock Extensions by Year
2004-05 to 2014-15



"[The stop-the-clock policy] was one of the reasons I chose VT because eventually I would like to start a family and knowing that I had the flexibility to do that made me feel that work-life was actually valued here."

- recent faculty hire

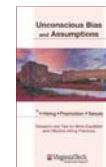
Programs

Preparing the Future Professoriate

- Graduate student seminars on succeeding in a faculty career
 - Academic job search
 - Negotiating a job offer
 - Teaching vs. research institutions
 - Transition from student to teacher
 - Writing for publication
 - Preparing grant proposals

"Being exposed to such confident, accomplished women is really important for striving students who don't have such figures filling tenure-track positions in their own departments."

- seminar participant



Recruitment and Retention

- Brochure on Unrecognized Bias
- Search committee assistance
- College liaisons
- Visiting scholars
- Future Faculty Development Program

Networking and Mentoring

- Welcome reception for women colleagues
- Leadership lunches
- Distinguished lectures
- Mentoring micro-grants
- Promotion to Professor panels



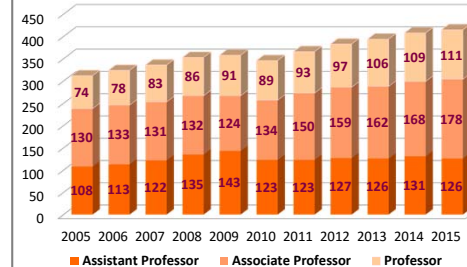
Building a Supportive Community

- New academic leaders orientation
- Department Climate Compendium
 - Available at www.advance.vt.edu
- Annual Advancing Diversity Workshop



Monitoring Progress

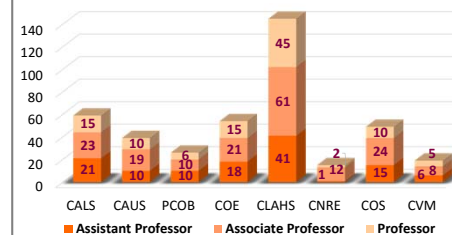
Tenured and Tenure-track Women Faculty by Rank, 2005 - 2015



Women Department Heads at Virginia Tech, Fall 2015



Tenured and Tenure-track Women Faculty by Rank and College, Fall 2015



Acknowledgments

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