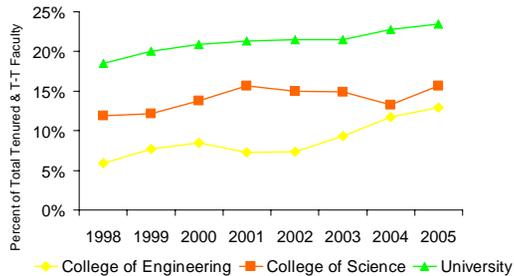


## Increasing the number of women faculty

Presenting tips on successful hiring practices and sources of unconscious bias to search committees in the colleges of science and engineering, developed brochure on bias in hiring and evaluation, hosting visiting scholars, 12 so far, three of whom became new faculty hires...



The percentage of women among full-time, tenure track faculty at Virginia Tech has reached a new high.

## Building university-wide awareness and involvement

Organizing annual day-long workshops on gender equity issues, hosting visiting speakers and informal networking events, engaging leadership of faculty senate and commission on faculty affairs on work/life issues, supporting department head development programs...

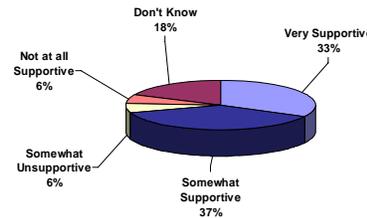


Over 100 faculty and administrators have attended each of *AdvanceVT's* annual workshops.



## Advocating family friendly policies

Surveyed faculty, staff, and graduate students to identify need for additional child care options, developed dual career hiring procedure now on provost's web site, dual career coordinator now on HR staff, educating department heads on stop-the-clock policy and dual career hires, developing modified duties policy, conducting faculty discussion groups on work/life balance issues...



Perceptions of departmental support for faculty who have "stopped the clock" prior to tenure review.

## Monitoring progress towards institutional change

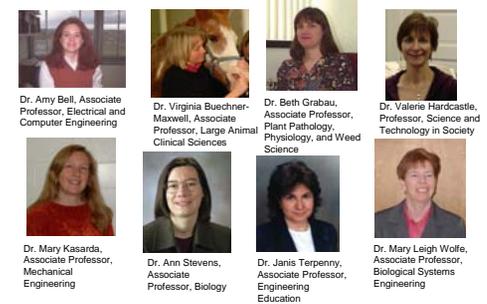
Reporting annually on numbers and percentages of women in faculty and administrative ranks, examining gender equity in salary, space, startup packages, interviewing faculty, obtained 60% response rate on university wide faculty survey...

## Acknowledgments

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## Developing women leaders

Raising visibility of women leaders across campus, offering leadership development program for senior women faculty including individualized assessment and development plan to build on strengths, address weaknesses, workshops based on identified needs open to all women on topics such as managing conflict, negotiating, financial management, strategic planning, how to say no...



Participants in first leadership development program cohort.

## Nurturing the next generation of faculty

Hosting formal and informal programs for graduate students and post-docs, including networking opportunities with women faculty, seminars and workshops on the academic job search, starting a lab, balancing work and family, planning 2006 national conference for graduate students and post-docs with a focus on women of color, awarding fellowships for PhD and post-doc women...



*AdvanceVT* PhD and postdoctoral fellows.