**Introduction**

AdvanceVT is 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. As the grant funding expires, all aspects of the program are being evaluated and prioritized for continuation.

**Increasing the number of women**
- PhD and Post-doctoral Fellowships (19 awarded)
- Transforming the Professoriate Conference (2006, 65 attendees)
- Graduate student seminars (2-3/semester)

"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 (COS, COE)
- Visiting scholars program
  - 26 hosted to date, 4 hired
- Mentoring workshops (156 participants)
- Promotion to Professor panel (85 participants)

**Leadership Development**
- Leadership fellowships (6 awarded)
- Leadership development program (18 participants)
- Research seed grants (22 recipients)
- Faculty leadership lunches (2-3/semester)
- Distinguished lectures (1-2/year)

**Outcome Measures**

The number of women faculty have increased across all colleges during the grant period.

**Research and Assessment**

- 2003 – 2007 New Faculty Cohort Interviews
- 2004 Child Care Needs Assessment Survey
- 2005 Faculty Focus Groups
- 2007 Underrepresented Faculty Focus Groups
- 2005 and 2008 Faculty Climate Surveys
- COACHE Surveys of Pre-tenure Faculty
- Work-life policy utilization tracking
- Promotion and tenure outcome tracking
- Numbers of women at various levels across the institution
- Seminar and workshop evaluations
- Follow-up studies of fellowship and grant recipients

**Reflections and Recommendations**

- Perceptions matter, and evidence means different things to different people
- Approach to change must be comprehensive and responsive to institutional context
- Persistent, effective leadership from the top is critical
- Use data of all types to nurture an evidence-based culture
- Borrow freely and adapt strategies of others
- Build allies, especially men in key roles
- Money brings credibility but many important changes cost relatively little

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