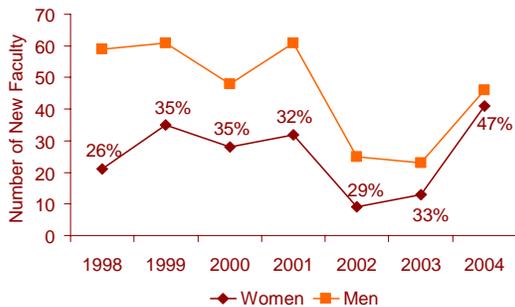


Increasing the number of women faculty

Presented tips on successful hiring practices and sources of unconscious bias to 12 search committees in the college of engineering, developed brochure on bias in hiring and evaluation, hosted 12 visiting scholars, two of whom became new faculty hires...



The percentage of women among new full-time, tenure track faculty at Virginia Tech 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, obtained 60% response rate on university wide faculty survey...



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



Developing women leaders

Raising visibility of women leaders across campus, selected small group of senior women faculty from across campus based on interest and potential to move into leadership roles, developing individualized assessment and development plan to build on strengths, address weaknesses, planning workshops based on identified needs open to all women, topics will include conflict resolution, negotiations, financial management, strategic planning, how to say no...



Dr. Amy Bell, Associate Professor, Electrical and Computer Engineering



Dr. Virginia Buechner-Maxwell, Associate Professor, Large Animal Clinical Sciences



Dr. Beth Grabau, Associate Professor, Plant Pathology, Physiology, and Weed Science



Dr. Valerie Hardcastle, Professor, Science and Technology in Society



Dr. Mary Kasarda, Associate Professor, Mechanical Engineering



Dr. Ann Stevens, Associate Professor, Biology



Dr. Janis Terpenney, Associate Professor, Engineering Education



Dr. Mary Leigh Wolfe, Associate Professor, Biological Systems Engineering

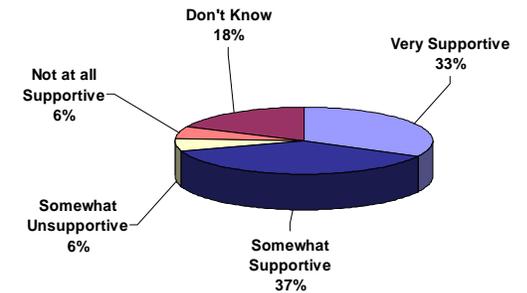
AdvanceVT identified eight women faculty for its first leadership development program cohort.

Acknowledgments

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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, educating department heads on stop-the-clock policy and dual career hires, conducting faculty discussion groups on work/life balance issues...



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

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...



Cortney Martin, Industrial and Systems Engineering



L to R: Miriam Stewart, Civil and Environmental Engineering; Megan Elwood Madden, Geosciences; Olga Pierrakos, Mechanical Engineering



Dr. Charlotte Wahl, Mathematics



Sara Haden, Psychology



Dr. Elena Burguera, Materials Science and Engineering

AdvanceVT PhD and postdoctoral fellows.