

# *ADVANCING WOMEN AT VIRGINIA TECH THROUGH INSTITUTIONAL TRANSFORMATION*

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# Advancing women into faculty careers

## *Mission Statement*

**Increase the number of women electing to pursue academic careers through empowerment and skill building programs, and by establishing a supportive climate that eliminates barriers to success.**



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# Achieve sustainability by collaborating with the Graduate School

## *Current Activities*

- ❖ **Programs that compliment the “Preparing the Future Professoriate” (PFP) curriculum**
- ❖ **Work-life grants for graduate students**
- ❖ **Focus group activities to define program development**

*“The university community assumes all graduate students are single. There is little support or recognition for family life issues as they pertain to graduate students.”*

*Graduate Student  
Focus Group  
Participant,  
May 2004*

# Achieve sustainability by collaborating with the Graduate School

## *Future Activities*

- ❖ **Day care for graduate students**
- ❖ **Speakers from a broad range of college and university settings who talk about academic careers**
- ❖ **Conference in 2006 focused on advancing STEM women into academic careers**
- ❖ **Offer formalized programs during graduate student recruitment weekend**

*"I just don't see good examples of female role models with families. I wonder if I really want to be a professor."*

*Graduate Student  
Focus Group  
Participant,  
May 2004*

# Improve the climate for women at Virginia Tech

## Current Activities

- ❖ **Mentored postdoctoral and graduate student fellowship programs**
- ❖ **Grass-roots effort initiated a post-doctoral Research Associates Network**

## Future Activities

- ❖ **Formalize Post-Doctoral Research Associates Network**
- ❖ **Establish a Council on Women that focuses on graduate student/post-doctoral student issues across STEM colleges**

*“ If you want to inspire postdocs to become faculty members, it would be helpful if some people who are already faculty gave us some insight into the reality of their job and how to succeed .”*

*Postdoctoral  
Research Assoc.,  
April 2004*

# Improve skills to achieve productive & healthy mentoring & networking practices

## *Current Activities*

- ❖ **Facilitated networking lunches (peer and across groups)**

## *Future Activities*

- ❖ **Skill building workshops for students and post-doctoral research associates**
- ❖ **“How to be a mentor” for faculty!**

"As a Ph.D. student, I participated in a program attended by women engineering faculty from 13 southeastern universities. It was awesome! That was the day that I first believed that I might actually be capable of succeeding as an engineering faculty member."

*Nancy Love  
Associate Professor  
Civil & Envir. Engr.  
July 30, 2002*